

EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed**

A clear definition of what is being screened and its aims

2. **Evidence & Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. **Differential Impact**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. **Outcomes and Action**

Develop an action plan to make changes where a negative impact has been assessed

5. **Monitoring Outcomes and Next Steps**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Glasgow Housing Strategy – 2017 - 2021

b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

2 Main themes;

1. Increasing the supply & improving the quality of housing available to Glasgow's People
2. Improving access to appropriate housing for Glasgow's people

6 Strategic Priorities;

1. Promote area regeneration and enable investment in new build housing
2. Manage, maintain and improve our existing housing stock
3. Raise management standards in the private rented sector
4. Tackle fuel poverty, energy inefficiency and climate change
5. Improve access to housing across all tenures
6. Promote health and wellbeing

Policy/Strategy Documents;

Single Outcome Agreement

Housing Contribution Statement

Strategic Housing Investment Plan (SHIP)

Homeless Strategy

City Deal

Housing Factsheets

Consultations;

Housing Strategy 2011 – 2016 Evaluation Report

Draft Interim Housing Contribution Statement

SHIP – 2012, 2013, 2014, 2016

Factoring Commission Report Consultation Draft – 2013

c) Name of officer completing assessment (signed and date)

Claire Mckay

d) Assessment Verified by (signed and date)

Steve McGowan 9 January 17

2. EVIDENCE & ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief.	Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation.
Equality Impact Assessment Evidence Matrix Assessment of Need in Homelessness Services Home Office and Scottish Government Data Role of the Private Rented Sector Health Impact Assessment of Glasgow's Housing Strategy 2011 – 2016 GoWell Article – Healthy Migrants in an Unhealthy City? – The Effects of time on the Health of Migrants living in deprived areas Glasgow & Clyde Valley Housing Needs and Demand Assessment Gypsy/Traveller Desktop Study 2011 Census data	All Details Gender and Age groups affected Refugee and Asylum Seekers Ethnicities and Age data Older, disabled, age, gender Migrants Ethnicities, disabilities, older people, young people. Gypsy/Travellers Religion, gender, age, ethnicity	Consultation with the different groups will be set up as part of the ongoing monitoring of the duration of the strategy to ensure that there are no negative impacts that arise.

3. DIFFERENTIAL IMPACT

Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within a equality group), based on the evidence you have collated

PROMOTE AREA REGENERATION AND ENABLE INVESTMENT IN NEW BUILD HOUSING

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
GENDER	Women				
	Men				
RACE	Asian People				
	Black People				
	Chinese People				
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)				
DISABILITY	Physical disability	New build housing will give the opportunity to build adapted properties. SHIP States that there will be 40 wheelchair adapted properties built per year. There is also a policy which states any new development with 20 units or more, 10% must be adapted.			
	Sensory Impairment (sight, hearing,)				

	Mental Health Issues				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)	New build housing and regeneration can included designs that enable older people to remain in their community.			
	Younger People (16-25)	New build housing could allow for more apprenticeships – increasing employment. Intention is that housing building will go from 1000 per year to 1500 – 1650 per year.			
	Children (0-16)	Actions included more access to play space for children which is a positive impact.			
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION &	Input *				

BELIEF					
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* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

MANAGE, MAINTAIN AND IMPROVE THE EXISTING HOUSING STOCK

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
GENDER	Women				
	Men				
RACE	Asian People	Although this priority is a positive impact for all groups as this means more housing remains available and better quality there for if more energy efficient means healthier homes and cheaper fuel costs. Data suggests that more ethnic minorities live in BTS properties therefore they in particular will have a positive impact due to the improve in the quality of the housing they are predominantly living in.			
	Black People				
	Chinese People				
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)				
DISABILITY	Physical disability	Grants via Scheme of assistance for			
	Sensory Impairment				

	(sight, hearing,)	those with disabilities and older to help with repairs.			
	Mental Health Issues				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)	Data states that the age of owner occupiers have a large % of older people therefore the actions with regards to this tenure will have a positive impact on this group. As there will be more grant made available for owner occupiers to be able to improve the quality of their housing which will improve their health. Scheme of Assistance also offers grants to older people to help with repairs.			
	Younger People (16-25)				
	Children (0-16)	Improved quality housing also helps reduce child poverty.			
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				

	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF	Input *				

RAISE MANAGEMENT STANDARDS IN THE PRIVATE RENTED SECTOR

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
GENDER	Women				
	Men				
RACE	Asian People	Data indicates that there is a higher % of ethnic minorities living in the PRS therefore any actions taken to improve this sector has a positive impact for health and fuel costs. Particularly in the following areas; Pollockshields East & West Govanhill Sighthill/Roystonhill		However, if landlords fail to cooperate and improve the quality it may lead to enforcement action to be taken and therefore the numbers of properties available may reduce which could be a negative impact on this group of displacement/homelessness	
	Black People				
	Chinese People				
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)				
DISABILITY	Physical disability				
	Sensory Impairment (sight, hearing,)				
	Mental Health Issues				

LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF	Input *				

TACKLE FUEL POVERTY, ENERGY INEFFICIENCY AND CLIMATE CHANGE

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
GENDER	Women	This will have a positive impact on all groups but in particular; older (40%) and young as more likely to be in fuel poverty and those with			
	Men				
RACE	Asian People				
	Black People				
	Chinese People				
	White People				
	People of mixed race				

	European People (Polish, Greek, Italian, etc)	disabilities. The major positive impact is that there is evidence that shows that by improving someone's living conditions improves their health. By also making properties more energy efficient also improves the lives of those who are living in fuel poverty.			
DISABILITY	Physical disability				
	Sensory Impairment (sight, hearing,)				
	Mental Health Issues				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF	Input *				

IMPROVE ACCESS TO HOUSING ACROSS ALL TENURES

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development

GENDER	Women	<p>This impacts all groups positively but there are some actions that focus on; young people, refugees, homelessness (25% are young people and 60% are male) and welfare reform (higher % of disabled and younger people affected by this), therefore there is potential that these groups in particular will see a positive impact. Having access to better quality and different types of housing is positive impact in general but for people's health and quality of life.</p>			
	Men				
RACE	Asian People				
	Black People				
	Chinese People				
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)				
DISABILITY	Physical disability				
	Sensory Impairment (sight, hearing,)				
	Mental Health Issues				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF	Input *				

PROMOTE HEALTH AND WELLBEING

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
GENDER	Women	<p>This priority should have a positive impact on all groups although there are particular positives for older people and those with physical disabilities.</p> <p>However, this is not at the expense of the other groups. The actions within this priority is about monitoring impacts legislation changes in relation to benefits impacts people’s lives negatively and ensuring people can live in their homes longer which is less stressful.</p>			
	Men				
RACE	Asian People				
	Black People				
	Chinese People				
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)				
DISABILITY	Physical disability				
	Sensory Impairment (sight, hearing,)				
	Mental Health Issues				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				

	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF	Input *				

Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. ** Equality Legislation listed a back of this document.

IMPACT	YES	NO
HIGH		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy.	.	
MEDIUM		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected	*	
LOW		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.		
Does the negative impact breach any of the equality legislation? **		*
	Immediately	Within next 6 months
The negative impact requires action to be taken		

** See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

4. OUTCOMES AND ACTION

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No /Not At This Stage	Further Action Required	Lead Officer	Timescale for Resolution
Was a significant impact from the project, policy or strategy identified?	Not at this stage			
Does the project, policy of strategy require to be amended to have a positive impact?	No			
Does a Full Impact Assessment need to undertaken?	No			
<p>If none of the above is required, please recommend the next steps to be taken.</p> <p>(i.e. is there a strategic group that can monitor any future impacts as part of implementation?)</p>		<p>Although there have been no negative impacts identified during this screening the intention is that as part of the ongoing monitoring of the life of the strategy consultation with the different groups will take place to ensure no negative impacts occur and if they do amendments are made to mitigate the impacts. This will be done by the strategy team at DRS, Glasgow City Council.</p>		

5. MONITORING OUTCOMES AND NEXT STEPS

The equalities impact assessment screening is not an end in itself but the start of a continuous monitoring and review process.

It is our responsibility to identify any current, new or developing issues raised by the community.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: <https://www.gov.uk/equality-act-2010-guidance>

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: <http://www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-scottish-specific-public-sector-equality-duties>

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.