

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. **Gathering Evidence & Stakeholder Engagement**

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

3. **Assessment & Differential Impacts**

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

4. **Outcomes, Action & Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported

5. **Monitoring, Evaluation & Review**

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 Community Justice Transition Project

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

The Community Justice (Scotland) Act 2016 established new delivery and oversight arrangements for the provision of Community Justice. Integral to the approach is local planning and delivery of Community Justice services on a partnership basis by Local Authority area. The act also establishes a new national body, Community Justice Scotland (CJS), to provide an independent professional assurance to Scottish Ministers on the collective achievement of community justice outcomes, and will work towards developing a hub for community justice innovation, learning and development. Other roles and responsibilities will become clearer as the new structure is implemented.

Community Justice Glasgow (CJG) - the new delivery arrangements for Community Justice – is enhanced by third sector, homeless services, for example, Victim Support Scotland is a key partner throughout the transition process and in developing the new model. It will establish direct engagement with communities, families and individuals using justice services, through direct linkages in the new local model with Glasgow Community Planning Partnership (GCPP). A CJG team is being established, hosted by GCC and resourced collectively by partners. A co-ordinated approach with shared responsibility underpins the new model in Glasgow. This will ensure that the positive direction of travel, outcomes and good practice achieved by Glasgow CJA are integrated.

The CJG team will have responsibility for liaising with all partners to ensure smooth transition and adherence to legislative requirements. These arrangements will be implemented for an initial period 1st April 17 – 31st March 18 and will be reviewed in December 17.

EQIA Screening Form

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

Judith Hunter & Karen Baxter

d) Assessment Verified by (signed and date)

Tom Jackson 09/11/17

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <ul style="list-style-type: none"> ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, 	<p>Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.</p>
<p>An ongoing consultation process with relevant partners and stakeholders has been carried out as follows: a transition working group has been established since July 2015, involving all partners including the Third Sector. This has included engagement with the Third Sector Forum who has held consultation events for their members. Further partner consultation events have been held in April 2016 and an event to identify priorities in November 2016. This event included a discussion group on equalities – and the feedback from this event has been used to inform the priorities in the</p>	<p>The groups that are disproportionately impacted by their involvement in the community justice system (and therefore more affected by the service reform) are: women, young people, people with a disability (especially mental health issues), sexual orientation and transgender and those from a BME background.</p> <p>And while not a protected characteristic, disadvantage due to poverty and welfare reform is a major factor.</p>	

EQIA Screening Form

<p>current plan. Further engagement took place with the Community Justice Voluntary Sector Forum between January to March 2017.</p> <p>In addition, data has been gathered by the current Community Justice Authority for Glasgow, which highlights some of the key issues for the city.</p>		
<p>There is also evidence that Community Justice approaches could be effective in less severe Hate Crime cases: http://www.rota.org.uk/webfm_send/54</p> <p>.</p>	<p>Hate crime affects the following protected characteristics:</p> <ul style="list-style-type: none"> • disability • religion • race • sexual orientation • gender reassignment 	
<p>The impact of crime from the victim and community perspective needs to be considered and when community consultations are being planned and people from protected characteristics should be targeted – this is a requirement of the Public Sector Equality Duty and a recommendation from the Community Engagement Standards.</p>	<p>All relevant equality communities should be targeted in community consultations – consultations that are in theory, open to all, rarely engage people from minority groups.</p>	

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	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
SEX/ GENDER	Women	Women are a key theme in the Community Justice Outcomes Improvement Plan (CJOIP). While women are a minority in terms of numbers, evidence shows that they are likely to have complex needs. Appendix 1 of the CJOIP illustrates the complex needs of women involved in justice services, providing the evidence behind the decision form making women a key theme in this plan.	The CJOIP demonstrates the importance of implementing the recommendations from the Commissions in Women Offenders (2012), and promoting a trauma informed approach. Objective 7 in the Action Plan demonstrates the commitment to this approach. Services such as Tomorrow's Women Glasgow and the Women's Supported Bail service will allow this approach to be taken.	No negative impacts identified.	Community Justice (Scotland) Act 2016 and partner priorities.
	Men	The approach outlined in the CJOIP ensures that the needs of men involved in community justice will be met more effectively. While men have not been	Appendix 1 in the needs assessment outlines the evidence base for the themes that have been prioritised.	The CJOIP has no identified negative impacts on men. Men make up the majority of those involved in justice	

EQIA Screening Form

		prioritised as a theme, the other themes of the CJOIP will ensure needs are better met, including, building protective factors, throughcare, prevention and service user voice.	The action plan also demonstrates a commitment to addressing underlying issues (Addiction, homelessness, learning and employability) for those who have offended, the majority of whom are men.	services, and while they have not been prioritised as a theme within the CJOIP, it is acknowledged that a person-centred approach to community justice is demonstrated within the CJOIP.	
	Transgender	A person-centred approach is reflected in the CJOIP.	The theme 'service user voice' promotes the approach of involving service users in the design of services to ensure they are fit for purpose and effective. This approach should ensure services are able to meet the needs of transgender people involved in offending.	Specific issues for transgender people who offend have not been considered in this plan. The evidence base that was produced to inform the plan looked at the specific needs of men and women, but not transgender people. Further research will be undertaken in this area to inform longer-term plans, and as part of the full EQIA	
RACE*	White	None	None	No significant negative impact is identified in relation to race. This will be explored further in a	
<i>Further information on the breakdown below each of these headings, as per</i>	Mixed or Multiple Ethnic Groups	None	None		
	Asian	None	None		

EQIA Screening Form

<i>census, is available here.</i> <i>For example Asian includes Chinese, Pakistani and Indian etc</i>	African	None	None	full EQIA.	
	Caribbean or Black	None	None		
	Other Ethnic Group	None	None		
DISABILITY	Physical disability	None	The person centred approach promoted in the CJOIP should ensure physical disability is taken into account in this plan.	No negative impact has been identified.	
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	None	The person centred approach promoted in the CJOIP should ensure sensory impairment is taken into account in this plan.	No negative impact has been identified.	
	Mental Health	It is noted that mental health issues are more prevalent in the prison population than the general population, and this is taken into account with the 'providing protective factors' theme. It is recognised that those with convictions are more likely to experience mental ill health; it is not necessarily obvious whether involvement in criminal justice services leads to mental ill health or vice versa. The vision statement provides a commitment to	The commitment to ensure communication is improved will help in the delivery of better health services for those with convictions and better communication between prison and community health services.	No negative impact has been identified.	

EQIA Screening Form

		mitigate the impact of crime			
	Learning Disability	None	The person centred approach promoted in the CJOIP should ensure learning disability is taken into account in this plan.	No negative impact has been identified. Further research in relation to disability will be undertaken as part of longer-term planning and will be reflected in the full EQIA.	
LGBT	Lesbians	None	The person centred approach promoted in the CJOIP should ensure sexuality is taken into account in this plan.	None	
	Gay Men	None	The person centred approach promoted in the CJOIP should ensure sexuality is taken into account in this plan	None	
	Bisexual	None	The person centred approach promoted in the CJOIP should ensure sexuality is taken into account in this plan	None. Further research will be undertaken in relation to LGBT in the full EQIA, as part of longer-term planning.	
AGE	Older People (60 +)	It is acknowledged that there are more older people now involved with justice	The building protective factors theme will ensure specific needs	No negative impact has been identified; however this will be	

EQIA Screening Form

		services. While specific needs are not explored within the CJOIP for this age group, the person-centred approach promoted will allow for additional needs.	of older people are considered in service planning and provision.	further explored in the full EQIA, as it is acknowledged that there is an aging population which is reflected in those with offending history.	
	Younger People (16-25)	The CJOIP acknowledges some of the specific needs of younger people in Glasgow, specifically in relation to education and employment.	The action plan shows a commitment to early and effective intervention, and improving knowledge and learning. This will be of particular benefit to younger people in building protective factors which will contribute to reducing reoffending. Improving learning and employability pathways will be particularly beneficial to young people in providing additional skills, providing opportunities to reduce reoffending.	None	
	Children (0-16)	'Families' is identified as a theme for the CJOIP, including the impact of parental imprisonment on families and children. Families are also recognised as a protective factor in reducing further offending.	It is acknowledged that an estimated 12,000 children are affected by parental imprisonment in Glasgow each year, and that these children will experience impacts in relation to this. More women than men	Youth justice is outwith the scope of the CJOIP, and so the full impact of youth offending will not be explored within this plan.	

EQIA Screening Form

			involved in justice services will have dependent children, and so a focus on meeting the needs of women will also help mitigate the impact upon children.		
MARRIAGE & CIVIL PARTNERSHIP	Women	None	None	No negative impacts have been identified; however the impact of marriage and civil partnership could be further explored in the full EQIA of the future longer-term plan.	
	Men	None	None		
	Lesbians	None	None		
	Gay Men	None	None		
PREGNANCY & MATERNITY	Women	None	'Families' is identified as a theme for the CJOIP, including the impact of parental imprisonment on families and children.	Specific impact in relation to pregnancy/maternity is not fully explored in the CJOIP.	
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	None	None	No negative impacts have been identified, however this could be further explored in the full EQIA which will be carried out in the	

EQIA Screening Form

				future for the longer term plan.	
--	--	--	--	----------------------------------	--

* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** 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. A list of religions used in the census is available [here](#).

4. OUTCOMES, ACTION & PUBLIC REPORTING

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No Or /Not At This Stage	Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact/ Delivery of Positive Impact
Was a significant level of negative impact arising from the project, policy or strategy identified?	Not at this stage	<p>The project Outcomes Improvement Plan already makes a number of references to Equalities issues & to the development of holistic services for individuals which would support the reduction of barriers for people of protected characteristics.</p> <p>However, some amendments would make the equality elements of the outcomes a little clearer.</p>	Community Justice Transition Working Group	
Does the project, policy or strategy require to be amended to have a positive impact?	Yes	In the interim local performance framework, explicit mention should be made of equalities groups e.g. outcome 1 is about community engagement – and the indicators should mention engagement of specific equalities groups, especially those who have been victims of crime.	Community justice Policy Officer, Performance Subgroup	

EQIA Screening Form

Does a Full Impact Assessment need to be undertaken?	Yes	A longer term plan will be written during the year 2017/18 and a full EQIA will be carried out in tandem with this plan.	Community Justice Policy Officer, Transition Working Group	
If none of the above is required, please recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)				

PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publically available on the Council website once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See EQIA Guidance: Pgs. 11-12)

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

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

Further information: [Equality Act 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: [Understanding 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.