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**Appendix 4
EQIA Screening Form**

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.

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**Appendix 4
EQIA Screening Form**

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 Local Biodiversity Action Plan

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

National biodiversity guidance encourages local authorities to refresh LBAPs using the Ecosystems Approach. The Ecosystems Approach has 3 objectives:

- Conservation of biodiversity
- Its sustainable use
- Equitable sharing of benefits arising from utilisation of natural resources.

GCC will adopt this approach by designating sites for protection, by delivering the 7 Lochs Wetland Park, protecting Watervoles, increasing wildflower and other grassland meadows, ponds, wetlands and woodlands, and working with volunteers and RSPB to raise awareness.

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

Rachel Smith 10/10/17

d) Assessment Verified by (signed and date)

Nigel Kerr 19/12/17

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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.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: <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, 	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>Mikkelson et al finds that among countries the number of species that are threatened or declining increases substantially with the Gini ratio of income inequality.</p> <p>Research by CABE into greenspace and ethnicity has indicated that locally led green space improvements (such as those outlined in the implementation plan) foster community pride and create spaces people feel safe and confident using, addressing current disparities.</p>	<p>Tackling Poverty and Financial Exclusion</p> <p>Race and/or ethnicity, Empowering Communities</p>	<p>Draft LBAP will form the subject of consultation via the online hub</p>

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**Appendix 4
EQIA Screening Form**

<p>TCV Green Gyms have a proven impact on participants' health & wellbeing and they're an incredibly effective way to create and develop healthy and sustainable places and communities – a priority outlined in “Fair. Society, Healthy Lives” (the Marmot Review) a highly influential strategic review of health inequalities.</p>	<p>Health Inequalities</p>	
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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	The delivery of this project will have a positive impact on all citizens of Glasgow including all protected groups.	N/A	N/A	N/A
	Men		N/A		N/A
	Transgender		N/A		N/A
RACE*	White	The delivery of this project will have a positive impact on all citizens of Glasgow including all protected groups. Research by CABA into greenspace and ethnicity has indicated that locally led green space improvements (such as those outlined in the implementation plan) foster community pride and create spaces people feel safe and confident using, addressing current	N/A	N/A	N/A
<i>Further information on the breakdown below each of these headings, as per census, is available here. For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups		N/A		N/A
	Asian		N/A		N/A
	African		N/A		N/A
	Caribbean or Black		N/A		N/A
	Other Ethnic Group		N/A		N/A

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**Appendix 4
EQIA Screening Form**

		disparities. http://www.designcouncil.org.uk/sites/default/files/assets/document/community-green-full-report.pdf			
DISABILITY	Physical disability	The delivery of this project will have a positive impact on all citizens of Glasgow including all protected groups.	N/A	N/A	N/A
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)		N/A		N/A
	Mental Health		N/A		N/A
	Learning Disability		N/A		N/A
LGBT	Lesbians		N/A	N/A	N/A
	Gay Men		N/A	N/A	N/A
	Bisexual		N/A	N/A	N/A
AGE	Older People (60 +)	The delivery of this project will have a positive impact on all citizens of Glasgow including all protected groups.	N/A	N/A	N/A
	Younger People (16-25)		N/A		N/A
	Children (0-16)		N/A		N/A
MARRIAGE & CIVIL PARTNERSHIP	Women	The delivery of this project will have a positive impact on all citizens of Glasgow including all protected groups.	N/A	N/A	N/A
	Men		N/A		N/A
	Lesbians		N/A		N/A

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**Appendix 4
EQIA Screening Form**

	Gay Men		N/A	N/A	N/A
PREGNANCY & MATERNITY	Women	The delivery of this project will have a positive impact on all citizens of Glasgow including all protected groups.	N/A	N/A	N/A
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	The delivery of this project will have a positive impact on all citizens of Glasgow including all protected groups.	N/A	N/A	N/A

* 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](#).

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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	Potential impact upon all customers should be considered throughout the project.	N/A	N/A
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage	N/A	N/A	N/A
Does a Full Impact Assessment need to be undertaken?	Not at this stage	N/A	N/A	N/A
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?)	The project is to be presented to the Environment, Sustainability & Carbon Reduction City Policy Committee 6 th February 2018	N/A	N/A	N/A

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EQIA Screening Form**

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)

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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.