

## V2 - EQUALITY IMPACT ASSESSMENT (EIA) (Updated January 2018) SCREENING FORM

### 1. Introduction to the EIA process

A successful EIA will look at 5 key areas:

- **Identify the Policy / Service to be assessed** – a clear definition of the policy / service and its aims;
- **Screening** - Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups;
- **Prioritising Impact** – reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level,
- **Action Planning**– develop an action plan to make changes where a negative impact has been assessed
- **Measuring outcomes** – stating how you will monitor and evaluate the policy / service to ensure that you are achieving the expected outcomes for all groups.

### 2. **Name of the policy / service :**

MGSDP Cardowan SWMP - Greater Easterhouse Integrated Green Infrastructure Phase 1; including Green routes and Blue networks connecting neighbourhoods to 7 Lochs Wetland Park.

### 3. **List main activities of the policy / service :**

The project will provide improved and create green and blue routes which connect the North East area, specifically Easterhouse and Cranhill / Ruchazie, with the 7 Lochs Wetland Park. This will include:

- Creation of new multifunctional greenspace;
- Improved active travel routes
- Improved public greenspace;
- Habitats network creation;
- Biodiversity enhancement and creation;
- Creation of green corridors;
- Creation of SuDs;
- Creation of wetland storage through daylighting a section of the Light Burn through Cranhill Park;
- Creation of wetland storage through daylighting a section of the Whamflet Burn through Blairtummock Park;
- Improved quality and accessibility of green networks; and
- Greenspaces for exercise created and improved.

The activities will result in the following outcomes, as specified by the SNH GI Funding:

- Outcome 1 : Community engagement and resilience;
- Outcome 2 : Multi-functional open space, daylighting burn and resilience;
- Outcome 3 : Informing, consulting, involving, collaborating and empowering;

- Outcome 4 : Operations shall enable economic growth and competitiveness and investment in private house building, the lease of office space within Blairtummock House, education and use of open spaces for exercise and recreational uses; and
- Outcome 5: Improving safety, enjoyment and quality of life associated with operations for the IGI.

For the purposes of this Equality Impact Assessment, the above outcomes will be considered in terms of community engagement and empowerment, use of open / green / blue space, community safety and participation and economic growth.

**4. Who will be the main beneficiaries of the policy / service:**

Beneficiaries will include:

- Local residents in North East area of Glasgow, specifically Greater Easterhouse area, including the neighbourhoods of Blairtummock, Lochend, Rogerfield, Bishop’s Loch, Provanhall, Garthamlock, Craigend, Ruchazie, Easthall, Wellhouse, Barlanark, Springboig, Greenfield, Lightburn, Cranhill, Carntyne, Riddrie, Blackhill, Provanmill and Hogganfield. The population is in excess of 50,000 and many areas are in the worst 15% in SIMD.
- Business, social enterprise and community groups through opportunities to develop private sector housing development and the improved access to Blairtummock House office space.
- Residents from a wider catchment area accessing potential new private sector housing and improved multifunctional green space.

**5. Name of officer completing policy / service screening**

V1 Jackie Zambonini / Susan Rutherford                      DATE 22/3/16

V2 Project Team (HC/PW/LM/GM/JM)                      DATE 10/01/18

**6. Screening Verified by**

DATE 22/3/16

## EVIDENCE/ENGAGEMENT

The best approach to find out if the policy / service 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.

<b>Please name any research, data, consultation or studies referred to for this assessment:</b>	<b>Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children &amp; young people or faith &amp; belief.</b>	<b>Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation.</b>
1. GCC Briefing paper 2011 Census release 2A : Glasgow City Council <a href="http://www.glasgow.gov.uk/chtphandler.ashx?id=16943">http://www.glasgow.gov.uk/chtphandler.ashx?id=16943</a>	Ethnicity, Religion, Disability	No specific consultation will be carried out. This project has been developed in line with the City Development Plan (CDP). The CDP incorporated extensive community participation which has fed into the development of this activity.
2. Scottish Household Survey : Scottish Government	Age, Gender, Disability,	No specific consultation will be carried out but aspects feed in to the consultation within the scope of this project.
3. The position of Scotland's Equality Groups Revisiting resilience in 2011 : Scottish Government <a href="http://www.gov.scot/resource/doc/1124/0121151.pdf">http://www.gov.scot/resource/doc/1124/0121151.pdf</a>	Gender, Disability, Ethnicity, Religion, Age	No specific consultation will be carried out but aspects feed in to the consultation within the scope of this project.
4. Scottish Government Equality Outcomes : Ethnicity Evidence Review 2013 <a href="http://www.gov.scot/Resource/0042/00423305.pdf">http://www.gov.scot/Resource/0042/00423305.pdf</a>	Ethnicity	No specific consultation will be carried out but aspects feed in to the consultation within the scope of this project.

<p>5. Transport and Travel in Scotland 2014 : Transport Scotland  <a href="http://www.transport.gov.scot/sites/default/files/documents/rrd_reports/uploaded_reports/j389989/j389989.pdf">http://www.transport.gov.scot/sites/default/files/documents/rrd_reports/uploaded_reports/j389989/j389989.pdf</a></p>	<p>Gender, Age</p>	<p>No specific consultation will be carried out but aspects feed in to the consultation within the scope of this project.</p>
<p>6. The Scottish Health Survey : Equality Groups : Scottish Government</p>	<p>Gender, Disability, Ethnicity, Religion, Age, Sexual orientation</p>	<p>No specific consultation will be carried out but aspects feed in to the consultation within the scope of this project.</p>
<p>7. Economic inequality predict biodiversity loss : GM Mikkelson , A Gonzalez , GD Peterson (2007)</p>	<p>Gender</p>	<p>No specific consultation will be carried out but aspects feed in to the consultation within the scope of this project.</p>
<p>8. Community Green : Using local spaces to tackle inequality and improve health – CABA Space  <a href="http://www.designcouncil.org.uk/sites/default/files/asset/document/community-green-full-report.pdf">http://www.designcouncil.org.uk/sites/default/files/asset/document/community-green-full-report.pdf</a></p>	<p>Ethnicity</p>	<p>No specific consultation will be carried out but aspects feed in to the consultation within the scope of this project.</p>
<p>9. Scottish Government's Housing Policy paper 2011 Implications for equality groups :</p>	<p>Ethnicity, Age, Disability</p>	<p>No specific consultation will be carried out but aspects feed in to the consultation within the scope of this project.</p>
<p>Ward profiles : Glasgow City Council  <a href="https://www.glasgow.gov.uk/index.aspx?articleid=18820">https://www.glasgow.gov.uk/index.aspx?articleid=18820</a>  The area comprises 21 neighbourhoods which are defined with reference to both their physical layout and previous consultation work undertaken by GCC. They do not follow existing ward, CPP boundaries, etc therefore demographic information has been identified using a 'best fit' approach with ward profiles. The activity area focuses on North East, East Centre and Baillieston ward. The following has been identified, form ward profiles and Census data:</p> <ul style="list-style-type: none"> <li>• Slightly more females than males (51 - 53%). The city average is 52%.</li> <li>• Minority Ethnic population ranging from 3% to 7% across the wards. The city average is 12%.</li> <li>• ESA and Incapacity Benefit claimants range from 12.2% to 14.9% across the wards. The city average is 12.3% as a % of the population aged 16 -64 years.</li> <li>• Owner occupation rate ranges from 41% to 57% across the wards. The city average is 45%</li> <li>• 0 – 15 years ranges from 14 – 20%, the city average is 16%</li> <li>• 16 – 64 years ranges from 66 – 70%, the city average is 70%</li> <li>• 65 years + ranges from 13 – 16%, the city average is 14%</li> </ul> <p>Thriving Places – Easterhouse Locality Plan.</p>	<p>Ethnicity, Age, Disability</p>	<p>No specific consultation will be carried out but aspects feed in to the consultation within the scope of this project.</p>

<p><b>Specific Consultation undertaken for the project in April – July 2017</b></p> <ul style="list-style-type: none"> <li>- Leaflet mailshot to 20,000 householders in Greater Easterhouse</li> <li>- Blairtummock Park – Action &amp; Conversation Days Completed &amp; Report Finalised;</li> <li>- Cranhill Park - Action &amp; Conversation Days Completed &amp; Report Finalised;</li> <li>- Croftcroighn Park – Action &amp; Conversation Days Completed &amp; Report Finalised.</li> <li>- Over 400 people directly participating in the design process;</li> <li>- Over 20 local stakeholders attended events.</li> <li>- Easterhouse Town Centre Charrette highlighting GI projects (over 1,000 people directly engaged);</li> </ul>	<p>Gender, Age, Ethnicity, Disability.</p>	<p>Designs shaped to reflect input from the community events.</p>

## DIFFERENTIAL IMPACT

Use the table below to tick where you think the policy / service has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within an equality group), based on the evidence you have collated

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.

		<b>Positive Impact – it could benefit an equality group</b>	<b>Good Practice/Promotes Equality or improved relations</b>	<b>Negative Impact – it could disadvantage an equality group</b>	<b>Reason/Policy/ Evidence for Project Scope/Change</b>
<b>GENDER</b>	Women	Women will experience a positive outcome from the increased accessibility to green / blue space and opportunity for physical activity in an area with increased safety and enhanced physical environment.	<p>Improved access to active travel links.</p> <p>Improved perception of safety.</p> <p>Improved opportunities for social interaction.</p> <p>Improved opportunities for physical activity.</p>	No known evidence of negative impact.	<p>Outcome 2</p> <ul style="list-style-type: none"> <li>Car availability is lower in Glasgow (49%) compared to Scotland (69%) (1)</li> <li>Women make more walking trips than men (23% of journeys compared to 20% by men) (2)</li> <li>Men are more likely to own a driving licence (76% compared to 62% of women) (2)</li> </ul> <p>Outcome 4</p> <ul style="list-style-type: none"> <li>Men are more likely to meet physical activity recommendations than women (45% compared to 33%) (6)</li> </ul> <p>Outcome 5</p> <ul style="list-style-type: none"> <li>Women are less likely to feel very / fairly safe when walking alone in their neighbourhood compared to men (78% compared to 93%)</li> </ul>
	Men	Men will experience a positive impact form enhanced opportunities to access greenspace for physical activity.	<p>Improved access to active travel links.</p> <p>Improved perception of safety.</p> <p>Improved opportunities for social interaction.</p>	No known evidence of negative impact.	<p>Outcome 2</p> <ul style="list-style-type: none"> <li>Car availability is lower in Glasgow (49%) compared to Scotland (69%) (1)</li> <li>Women make more walking trips than men (23% of journeys compared to 20% by men) (2)</li> </ul>

		<b>Positive Impact – it could benefit an equality group</b>	<b>Good Practice/Promotes Equality or improved relations</b>	<b>Negative Impact – it could disadvantage an equality group</b>	<b>Reason/Policy/ Evidence for Project Scope/Change</b>
			Improved opportunities for physical activity.		<p>Outcome 4</p> <ul style="list-style-type: none"> <li>Men are more likely to be overweight than women (69% compared to 61%) (6)</li> <li>Improved perception of safety.</li> <li>Improved opportunities for social interaction. Men are more likely to meet physical activity recommendations than women (45% compared to 33%) (6)</li> </ul>
<b>RACE</b>					
	White Asian; African/Caribbean; Other ethnic group; Mixed or multiple ethnic group	Demographic data indicates a lower than city average Minority Ethnic population in the area. Minority Ethnic groups will experience a positive impact from improved community safety as a result of an enhanced physical environment and increased opportunity to access green / blue space. The potential for investment in private house building will also have a positive impact on some minority ethnic groups. This will lead to increased accessibility to green / blue space, increased physical activity and movement within the population, housing opportunities, an increased	<p>Improved perception of safety.</p> <p>Improved opportunities for social interaction.</p>	No known evidence of negative impact.	<p>Outcome 2</p> <ul style="list-style-type: none"> <li>Ethnic minority groups are less likely to hold a driving license (48% compared to 66% for white groups) (3)</li> <li>Some ethnic minority groups are more likely to have access to a car than others (4)</li> </ul> <p>Outcome 4</p> <ul style="list-style-type: none"> <li>Indian, Bangladeshi and Pakistani people were more likely than other ethnicities to visit urban green space for exercise (8)</li> <li>Pakistani households – along with Indian and ‘other white British’ households - have higher than average rates of owner occupation in Scotland (9)</li> </ul> <p>Outcome 5</p> <ul style="list-style-type: none"> <li>Concern about safety affects use of local green space, this varies by ethnicity, e.g. 53% of Bangladeshi people reported feeling safe using their local green space compared with 75% of white people (8)</li> </ul>

		<b>Positive Impact – it could benefit an equality group</b>	<b>Good Practice/Promotes Equality or improved relations</b>	<b>Negative Impact – it could disadvantage an equality group</b>	<b>Reason/Policy/ Evidence for Project Scope/Change</b>
		connection between minority ethnic groups and the physical environment and will progress outcomes 2, 4 and 5.			
<b>DISABILITY</b>	Physical disability  Sensory Impairment (sight, hearing)  Learning Disability  Mental Health Issues	Demographic data indicates a slightly higher of ESA and Incapacity Benefit claimants in the area. Disabled people will experience a positive impact from improved and new green / blue space. This will lead to increased physical activity and movement within the population and progress outcomes 2 and 4. Outcome 5 will also be progressed with enjoyment and improvement of life.	Improved access links  Improved perception of safety.  Improved opportunities for social interaction.  Improved opportunities for outdoor learning.  Improved opportunities for physical activity.	Neutral impact to different types of groups (e.g. sensory impairment).	Outcome 2 <ul style="list-style-type: none"> <li>26% of respondents with a limiting long term condition met the physical activity recommendations compared to 41% with a non-limiting condition and 44% without a condition (6)</li> <li>Obesity was significantly associated with disability, 34% of respondents with a limiting long term condition were obese compared to 30% of those with a non-limiting condition and 24% of those without a condition.(6)</li> </ul> Outcome 4 <ul style="list-style-type: none"> <li>People who recorded that their day-to-day activities were 'limited a lot' by their long-term health problem or disability (87%) were more likely to social rent than those who were 'limited a little' (80%) and those who were 'not limited' (56%).</li> </ul>
<b>LGBT</b>	Lesbians, Gay Men, Bisexual, Transgender	Lesbians, Gay Men, Bisexual & Transgender will experience a positive outcome from the increased accessibility to green / blue space and opportunity for physical activity in an area with increased safety and	Improved access links  Improved perception of safety.  Improved opportunities for social interaction.	No known evidence of negative impact.	Outcome 2 <ul style="list-style-type: none"> <li>People identified as having an other sexual orientation were significantly less likely to meet the physical activity recommendations than the national average (29% compared to 38%) (6)</li> </ul>



		<b>Positive Impact – it could benefit an equality group</b>	<b>Good Practice/Promotes Equality or improved relations</b>	<b>Negative Impact – it could disadvantage an equality group</b>	<b>Reason/Policy/ Evidence for Project Scope/Change</b>
		enhanced physical environment.	Improved opportunities for outdoor learning.  Improved opportunities for physical activity.		
<b>AGE</b>	Older People (60 +)	Older people experience a positive outcome from the increased accessibility to green / blue space and opportunity for physical activity in an area with increased safety and enhanced physical environment.	Improved access links  Improved perception of safety.  Improved opportunities for social interaction.  Improved opportunities for outdoor learning.  Improved opportunities for physical activity.	No known evidence of negative impact.	Outcome 2 <ul style="list-style-type: none"> <li>Physical activity declines with age – only 20% of those ages 65 – 74 years and 8% of those aged 75 and over met physical activity recommendations (6)</li> </ul>
	Younger People (16-25)  Children (0-16)	Demographic data indicates a slightly higher percentage of children in the area. Older people and young people will experience a positive impact from improved and new green / blue space which will progress outcome 2. Increased access to greenspace will have a positive impact for children facilitating increased community involvement and physical activity opportunities. Access to biodiversity and natural habitats will also provide opportunities for recreational	Improved access links  Improved perception of safety.  Improved opportunities for social interaction.  Improved opportunities for outdoor learning.  Improved opportunities for physical activity.  Improved opportunities for natural play.	No known evidence of negative impact.	Outcome 2 <ul style="list-style-type: none"> <li>Young people are more likely to walk to work or travel by bus. (5)</li> </ul>

		<b>Positive Impact – it could benefit an equality group</b>	<b>Good Practice/Promotes Equality or improved relations</b>	<b>Negative Impact – it could disadvantage an equality group</b>	<b>Reason/Policy/ Evidence for Project Scope/Change</b>
		use, learning opportunities and improved quality of life.			
<b>RELIGION &amp; BELIEF</b>	All	No research has been identified and it is considered that there will be a neutral impact on religion and belief.	No research has been identified and it is considered that there will be a neutral impact on religion and belief.	No known evidence of negative impact.	No research has been identified and it is considered that there will be a neutral impact on religion and belief.
<b>MATERNITY AND PREGNANCY</b>		No research has been identified and it is considered that there will be a neutral impact on religion and belief.	No research has been identified and it is considered that there will be a neutral impact on religion and belief.	No known evidence of negative impact.	No research has been identified and it is considered that there will be a neutral impact on maternity and pregnancy.
<b>GENDER REASSIGNMENT</b>		No research has been identified and it is considered that there will be a neutral impact on religion and belief.	No research has been identified and it is considered that there will be a neutral impact on religion and belief.	No known evidence of negative impact.	No research has been identified and it is considered that there will be a neutral impact on gender reassignment.
<b>POVERTY</b>		The area includes a high percentage of neighbourhoods in the worst 15% SIMD which is linked to a higher instance of vacant and derelict land and poor physical environment. A positive impact will be felt through the creation and improvement of new green / blue space, opportunities for community interaction and cohesion, economic growth opportunities and improved quality of life including health benefits that this project will bring. This will progress outcomes 1, 2 4 and 5.	Improved access links to train station and town centre.  Unlocking development sites for new housing.  Improved opportunities for social interaction	No known evidence of negative impact.	Biodiversity enhancement and creation / wetland / habitats network creation <ul style="list-style-type: none"> <li>• There is a relationship between income inequality and biodiversity loss, communities with unequal distributions of income experience greater losses of biodiversity</li> </ul>
<b>Poverty:</b>					

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.

<b>IMPACT</b>	<b>YES</b>	<b>NO</b>
<b>HIGH</b>		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy / service.		✓
<b>MEDIUM</b>		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected		✓
<b>LOW</b>		
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? **		✓
	<b>Immediately</b>	<b>Within next 6 months</b>
The negative impact requires action to be taken	No negative impact has been identified.	

## TAKING ACTION

### SCREENING ACTION PLAN

<b>Policy / service name</b>	<b>Issues</b>	<b>Action Required</b>	<b>Lead Officer</b>	<b>Timescale</b>	<b>Completed/date of review</b>
DRS	Could you remove the negative impact from the project, policy or strategy?	None, no negative impact has been identified	David Hay	Quarterly review or prior to significant	End of construction – Summer 2019

				design change.	
	Could you change the project, policy or strategy to have a positive impact?	Not applicable, positive impacts identified			
	If you can do neither of the above, please recommend the next steps to be taken.	Council Officers will be involved in implantation of this activity including monitoring of progress and future evaluation. This will be reported to Senior Management and Committee as appropriate.			

### MEASURING OUTCOMES

The equality 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.

## Legislation

The UK Government's Equality Act 2010 replaces the existing equality legislation and brings anti-discrimination laws together in a single Act. It simplifies the law and removes inconsistencies making it easier for people to understand and comply with it. The Equality Act protects people on the basis of protected characteristics specified in the Act. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

A key measure within the Act is the Public Sector **Equality Duty** which came into force on 5 April 2011. This Duty requires public bodies to be pro-active in tackling discrimination by eliminating discrimination, pro-actively promoting equality of opportunity and by fostering good relations between those who share a protected characteristic and those who do not. The intention is to prevent discrimination by bringing equality into the mainstream and taking the Equality Duty into consideration before, during and while making a decision on the development of policy options

The Equality Duty is supported by the **specific duties** set out by Scottish Ministers to apply to some public authorities including local authorities. The specific duties require public bodies to publish information to show their compliance with the Equality Duty.

One of the specific duties relates to Equality Impact Assessment. Public Authorities in Scotland are required to carry out impact assessments of any proposed new or revised policy or practice. "Policy" is used as shorthand for a range of different types of functions including strategies, plans, services or proposals as well as provisions, criteria and practices. For example, setting budgets, developing high-level strategies, changing organisational practices such as internal restructuring or proposals for any of the above.

Impact assessments should be based on relevant evidence and the results should be published,