

## 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

Saturated Fat in Takeaway Meals Project

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

The project seeks to examine the potential for food law enforcement officers within Land and Environmental Services to influence the production methods and processes used by operators of takeaway food outlets within the city.

The project will focus upon the saturated fat content within takeaway meals which are typically sold throughout Glasgow. Officers will work with a sample of business operators to establish if changes can be made to purchasing, handling and cooking methods used, with a view to observing subsequent outcomes – as they relate to saturated fat content. While the concept of the project is predicated upon the established research that a diet high in saturated fat is detrimental to cardiovascular health, the main purpose is to test the hypothesis that food law enforcement officers have a unique access to and influence upon, the operators of takeaway businesses.

Business and food types selected for the project are those which involve a predominance of frying. These are as follows:

1. Chinese-style takeaways;
2. Indian/Pakistani-style takeaways;
3. Fried Chicken takeaways; and
4. Fish and Chip shops

It is acknowledged that the premises profile will require potentially disproportionate level of engagement with ethnic minorities. It should be noted, however, that such ethnic minorities are, statistically-speaking, highly prevalent within the takeaway food sector in Glasgow.

A survey was conducted by LES via an online questionnaire. A total of 695 persons responded. Respondents were asked to specify their preferred types of takeaway foods. Results were as follows:

**Chinese Style Meals** – 76% of respondents expressed a liking;

**Indian Style Meals** – 68% of respondents expressed a liking;

**Fish and Chips Style Meals** – 59% of respondents expressed a liking;

**Italian Style Meals** (including Pizzas) – 30% of respondents expressed a liking;  
**American Style Meals** (Including burgers) – 14% expressed a liking;  
**Thai Style Meals** – 4% of respondents expressed a liking;  
**Mexican Style Meals** – 4% of respondents expressed a liking;  
**Japanese Style Meals** – 2% expressed a liking.

In addition, a survey of passers-by was conducted by officers of LES at a range of shopping centres around the City. A total of 172 responses were received and the most popular meal styles were as follows:

**Chinese Style Meals** – 34% of respondents expressed a liking  
**Indian Style Meals** – 25% of respondents expressed a liking;  
**Italian Style Meals** – 24% of respondents expressed a liking;  
**Fish and Chips Style Meals** – 24% expressed a liking

Further to the above, an analysis of the list of takeaway outlets within Glasgow was conducted.

There are 512 takeaway premises in Glasgow where a significant amount of deep frying occurs. 470 (92%) of these premises are included within the scope of the project (i.e. Indian, Chinese, Fish and Chips) The number of Fried Chicken outlets was not statistically significant. Totals were as follows:

**Indian Style Takeaways** – 198 (38%)  
**Chinese Style Takeaways** – 171 (33%)  
**Fish and Chip Premises** – 101 (20%)

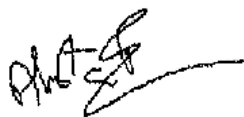
In conclusion, the selection of business types for this project is appropriate given the high prevalence of such businesses within the takeaway premises cohort.

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



William Hamilton, Environmental Health Manager, Land and Environmental Services – 2 June 2015

d) Assessment Verified by (signed and date)

A handwritten signature in black ink, appearing to read 'Alastair M Brown', is written inside a rectangular box.

Alastair M Brown, Head of Sustainability and the Environment – 2 June 2015

## 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.
Statistics accessed from Glasgow City Council Food Premises database and from 2 surveys conducted amongst Glasgow-based consumers.	Race	No

### 3. DIFFERENTIAL IMPACT

Use the table below to tick where you think the project, policy or strategy 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

		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
<b>GENDER</b>	Women				
	Men				
<b>RACE</b>	Asian People		√		
	Black People				
	Chinese People		√		
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)		√		
<b>DISABILITY</b>	Physical disability				
	Sensory Impairment (sight, hearing, )				
	Mental Health Issues				
<b>LGBT</b>	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
<b>AGE</b>	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)				
<b>MARRIAGE &amp; CIVIL</b>	Women				

## EQIA Screening Form

		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
<b>PARTNERSHIP</b>					
	Men				
	Lesbians				
	Gay Men				
<b>PREGNANCY &amp; MATERNITY</b>	Women				
<b>RELIGION &amp; BELIEF</b>	Input *				

\* 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

## EQIA Screening Form

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
<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.		
<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.		
<b>Does the negative impact breach any of the equality legislation? **</b>		
	<b>Immediately</b>	<b>Within next 6 months</b>
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?	No			
Does the project, policy of strategy require to be amended to have a positive impact?	No			
Does a Full Impact Assessment need to undertaken at this time?	No			
If none of the above is required, please recommend the <b>next steps</b> to be taken.  (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		Officers engaging with businesses during the project will obtain feedback on equality aspects.  The Project Manager will monitor feedback from businesses.	Eilidh Meechan	January 2016

## 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.