

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.

WASTE STRATEGY 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

Waste Strategy 2015 - 2020

- b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option
The Waste Strategy was approved in 2010. The Strategy covered the period 2010 to 2020. A midterm review has been undertaken in 2015 to review progress in the first 5 years and consider the next 5 years. As part of this process an Equalities Impact Assessment has been carried out.

The Waste Strategy outlines the waste and recycling services that will be provided to all levels of society. In delivering different aspects of the strategy there are varying impacts,

- Waste & recycling collections are provided across all households. Where necessary, assisted collections are provided to householders. Also, if required bin assessments are undertaken if householders require additional / larger bins.
- In delivering recycling, it is important to maximise participation through communication to everybody.
- The Glasgow Recycling Renewable Energy Centre at Polmadie, when operational from 2016 will support the aims to reduce the amount of waste going to landfill, increase quantities recycled, and reduce Council's carbon footprint.
- The closure and remediation of Cathkin Landfill will deliver a restored landscape, with access to walkways to enhance people's access to the countryside.
- The network of public recycling points will be increased to improve accessibility.
- At Household Waste Recycling Centres, staff provide support and guidance to all users.
- The Council will continue to work with community groups to promote recycling and reuse of unwanted materials and furniture.

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

Rolf Matthews

- d) Assessment Verified by (signed and date)

 3/11/15

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.

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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.
Household Satisfaction survey	The survey reflects views of a cross section of householders in the city.	Not at this stage.
Focus groups were undertaken with Zero waste Scotland to look at communication of recycling message to Chinese and Muslim groups.	Representatives from Chinese and Muslim participated in the focus groups, helping develop communication materials.	No issues, positive feedback to the proposals.

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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
GENDER	Women	✓	✓		The midterm review of the Waste Strategy,
	Men	✓	✓		As above
RACE	Asian People	✓	✓		As above
	Black People	✓	✓		As above
	Chinese People	✓	✓		As above.
	White People	✓	✓		As above
	People of mixed race	✓	✓		As above
DISABILITY	European People (Polish, Greek, Italian, etc)	✓	✓		As above
	Physical disability	✓	✓		As above
	Sensory Impairment (sight, hearing,)	✓	✓		As above
	Mental Health Issues	✓	✓		As above
	Lesbians	✓	✓		As above
LGBT	Gay Men	✓	✓		As above
	Bisexual	✓	✓		As above
	Transgender	✓	✓		As above
AGE	Older People (60 +)	✓	✓		As above
	Younger People (16-25)	✓	✓		As above
MARRIAGE & CIVIL	Children (0-16)	✓	✓		As above
	Women	✓	✓		As above

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		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
PARTNERSHIP					
	Men	✓	✓		As above
	Lesbians	✓	✓		As above
	Gay Men	✓	✓		As above
	Women	✓	✓		As above
PREGNANCY & MATERNITY					
RELIGION & BELIEF	Input *	✓	✓		As above

* 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

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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	Monitor through the continued implementation of the actions from Waste Strategy.		Waste Strategy covers period 2010 to 2020. This midterm review will cover period 2015 to 2020.
Does the project, policy of strategy require to be amended to have a positive impact?	No			
Does a Full Impact Assessment need to be undertaken at this time?	Not at this stage.	Implementation of the strategy will continue to be monitored.		
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 implementation of the strategy will continue to be monitored by City Cleansing & Waste in order to identify any potential equality issue.		Ongoing

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.