

# GLASGOW AVENUES

Equalities Impact Assessment - Integrated Public Realm (*EIIPR*)

## **B2 Holland Street / Pitt Street**

Stage Reviews

# CONTENTS

- 1.0 INTRODUCTION EQUALITY IMPACT ASSESSMENT (EQIA)
- 2.0 IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION: (AVENUES B1-B4)
- 3.0 GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT: (AVENUES B1-B4)
- 4.0 ASSESSMENT & DIFFERENTIAL IMPACTS: (AVENUES B1-B4)
- 5.0 OUTCOMES, ACTION & PUBLIC REPORTING: (AVENUES B1-B4)
- 6.0 MONITORING OUTCOMES, EVALUATION & REVIEW

Version	Status	Purpose	Verified by	Date
P01	A1	Avenues B1, B2 Stage 2 Approved	DMcG	03/10/19
P02	S4	For Avenue B3 Stage 2 Approval	DMcG	06/07/20
P03	S4	Avenues B2 Stage 4 Approval	CG	21/09/22
P04	S4	Amended with GCC comments	CG	09/11/22
P05	S4	Holland St extract	CG	01/02/23
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## 1.0 INTRODUCTION EQUALITY IMPACT ASSESSMENT (EQIA)

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**  
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 publicly 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.

## 2.0 IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION: (AVENUES B1-B4)

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

**EIIPR (Glasgow Avenues) Block B Design - Holland Street / Pitt Street**  
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b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The overall EIIPR programme contributes to several strategies. Locally, it will support two of the five strategic priorities of the city Council’s Strategic Plan: *Economic Growth* and *A Sustainable City*. The Glasgow City Centre Strategy and Action Plan 2014-2019 was adopted in 2014. Both the City Centre Strategy, and the approved EIIPR Outline Business Case describe the intended purpose and character of the Avenues Project as follows:

- i. **CONNECTIVITY:** The key objective of linking key gateways, neighbourhoods and focus points, and promoting sustainable travel modes. This objective is summarised as the intent “*to create seamless and, where possible, green routes across and throughout the city centre; which is particularly desirable given Glasgow city centre’s very compact geography which lends itself to walking and cycling.*”
- ii. **CITY IMAGE:** The need to improve perceptions of the city centre and to draw more people into the centre to stimulate demand and economic growth. The Avenues will be “*a visible and tangible demonstration of the City’s intent to transform the quality of the environment and its readiness for climate change.*”
- iii. **CITY ECONOMY:** The fundamental core principle of City Deal is to generate economic growth.
- iv. **SUPPORT REDEVELOPMENT:** Enabling sites, including gap sites, to come forward for redevelopment is a key opportunity for EIIPR investment.
- v. **ENHANCE AND PROTECT THE ENVIRONMENT:** One of the Core Objectives of the OBC is “*greening the city through the provision of quality landscaping and environments*”, which mirrors a fundamental objective of the City Centre Strategy.

The Avenues which are being developed as part of the Districts Strategy and will be used as the binding mechanism to integrate regeneration and placemaking initiatives.

Key design elements will:

- Link key gateways, neighbourhoods and focus points;
- Display good street design with a focus on a people-centred approach;
- Promote sustainable modes of transport;
- Improve perceptions of areas, drawing people to active and engaging parts of the city; and
- Provide opportunities for integrated infrastructure.

The combined design elements will have an overall the objective of making the areas more attractive to investors.

The vision is outlined further in the ‘Glasgow Avenues Enabling Infrastructure Integrated Public Realm Final Report December 2016, prepared by Urban Movement, for Glasgow City Council. Block B Avenues Design and Implementation is focused on the following city centre Avenues:

- Elmbank Street /Elmbank Crescent
- **Holland Street / Pitt Street**
- Glassford Street / Stockwell Street
- Broomielaw / Clyde Street

The Avenues have been split into 4 groups and assessed accordingly. There is a separate EqIA Assessment for each of the Avenues.

c) Name of officer completing assessment

**Ironside Farrar Ltd (Jane Dixon), for Glasgow City Council NRS (Jamie Shields)**  
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d) Assessment Verified by

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### 3.0 GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT: (AVENUES B2 - Holland Street / Pitt Street)

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"> <li>• disability,</li> <li>• race and/or ethnicity,</li> <li>• religion or belief (including lack of belief),</li> <li>• gender,</li> <li>• gender reassignment,</li> <li>• sexual orientation</li> <li>• marriage &amp; civil partnership,</li> <li>• pregnancy and maternity,</li> </ul>	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.	<b>Avenue B2</b> <b>Holland Street / Pitt Street</b> <b>Stage 1 &amp; 2 Commentary</b>
Recent consultations regarding the proposals, through the preparation of the EIIPR Report December 2016, and the preceding 'Block A' design work.	All	There is a universal right to submit comments regarding the proposed works, as these are expected to require formal Traffic Regulation orders.	<p>The Avenues project has been ongoing for a number of years, and has included extensive stakeholder and community consultation. Lessons learned from the design and development of the other Avenue Blocks have informed the development of Block B - disseminated by Design Team Meetings and Partner engagement.</p> <p>The Glasgow Disability Alliance group have been directly consulted in the preparation of the preceding 'Block A' designs.</p>
EIIPR Block A 'lessons learned' documentation	All	There will be a focus on disability and multi-modal active travel access issues.	<p>The EIIPR Block A 'lessons learned' documentation references consultation outcomes, design decisions and responses.</p> <p>The Avenues project has been ongoing for a number of years, and has included extensive stakeholder and community consultation. Lessons learned from the design and development of the other Avenue Blocks have informed the development of Block B - disseminated by Design Team Meetings and Partner engagement.</p>
<p>An Inclusive Design Working Group was established in March 2018 for the Avenues project to act as a working group for issues related to inclusive design. Included:</p> <ul style="list-style-type: none"> <li>• Glasgow Disability Alliance</li> <li>• Guide Dogs Scotland</li> <li>• RNIB Scotland,</li> <li>• Glasgow City Council Centre for Sensory Impaired People</li> <li>• Glasgow Access Panel</li> <li>• Euan's Guide</li> </ul>	<p>Older People and people with disabilities</p> <p>(LGBT, BAME and organisations representing the elderly are part of the membership of the Glasgow Disability Alliance)</p>	Early engagement with disability groups is key. Demonstrating that past engagements are built upon. Raising awareness is important. Ensure that stakeholders are advised of any changes to the designs.	<p>Continuous engagement and consultation should continue with groups representing people with disabilities and others to ensure the design of the development meets DDA requirements.</p> <p>An Accessible and Inclusive Design Forum was set up in 2022 by GCC to review design and accessibility issues, for all Avenue Blocks. This Forum will be the focus of discussion of issues / design implementation for the Avenues.</p>
A number of targeted consultations were undertaken with transport organisations and emergency services in 2019 (including Police Scotland, SPT, Network Rail, Scottish Power etc.)	All	Access to the streets for emergency service vehicles, bus operations, road safety, active travel routes, Designing Out Crime and specific junction design.	<p>Consultation was carried out with relevant transport organisations and emergency services.</p> <p>The proposals were publicised via physical flyers, emails, letters and online consultations. They were and continue to be available online to ensure it is open to all members of the public for comment and input.</p>

<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"> <li>• disability,</li> <li>• race and/or ethnicity,</li> <li>• religion or belief (including lack of belief),</li> <li>• gender,</li> <li>• gender reassignment,</li> <li>• sexual orientation</li> <li>• marriage &amp; civil partnership,</li> <li>• pregnancy and maternity,</li> </ul>	<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 style="text-align: center;"><b>Avenue B2</b> <b>Holland Street / Pitt Street</b> <b>Stage 2 Commentary</b></p>
<p>A door-knock survey was undertaken in Spring and Summer of 2019 to engage with businesses and local residents along the Avenue routes. Flyers were distributed to all residential properties along the routes.</p>	<p>All</p> <p>Older People and people with disabilities visiting the businesses and employees.</p>	<p>The consultation provided information about the Avenues project, invited comment through an online questionnaire. The engagement with businesses addressed the design issues specific to the junctions, loading arrangements, parking close to each business premises.</p>	<p>The business door-knock survey has informed the design and alignment of the Avenue and road / access configurations. Contact with individual businesses has been ongoing throughout the project. Particularly detailed consultations have been held with the main Holland Park developer as the most significant local development to ensure new loading and access requirements fit with their proposed works. Loading bays and bus drop off areas were also carefully positioned to suit existing and new developments.</p>
<p>A public consultation event was organised in July 2019 for Holland Street / Pitt Street in a local venue, as part of the Stage 2 consultation.</p> <p>Consultation and Engagement has proceeded in accordance with the agreed and approved Ironside Farrar Block B Engagement Strategy and Report reference <b>40051-IFL-ZZ-RP-C-008</b>.</p>	<p>All</p> <p>Older People and people with disabilities</p>	<p>The proposals were publicised by email / flyers / GCC PR, posters etc. The Stage 2 proposals were available to view online and at the GCC Reception to ensure it is open to all members of the public for comment and input.</p> <p>The publication of proposals was made available in the media, at a local drop-in exhibition and online to ensure it is open to all members of the public for comment and input.</p> <p>The Place Standard Tool was used as part of the consultation.</p> <p>The consultation and engagement range is detailed within the updated Strategy and Engagement Report and in the Stage 2 Design Report <b>40051-IFL-B1-RP-C-003</b>.</p>	<p>Consultation was carried out with residents, businesses and members of the public, with responses recorded.</p> <p>Outcomes:</p> <ul style="list-style-type: none"> <li>• Narrow footways – Wider footways have been provided at the Scottish Opera entrance</li> <li>• Cycling safety – On the whole dedicated cycle lanes are welcomed and supported and considered safer than the current road layout</li> <li>• Vehicle speeds - a revised street layout and planting / trees will help reduce vehicle speeds. There is concern with high traffic speeds along Pitt Street</li> <li>• Vehicle Parking – Some concerns raised about the proposed vehicle parking in the middle of the road and reduction in parking</li> <li>• VAW attack – Kings Theatre customer concerns on potential attacks has been raised, and mitigation measures provided.</li> <li>• Feedback resulted in changes the detail of pedestrian crossing / table proposals</li> <li>• An alternative signalised option for Pitt St / West George Street</li> <li>• More detailed drainage proposals</li> <li>• Hotel access / loading - Issues specific to each property have been taken into account and the design progressed accordingly</li> <li>• Network Rail tunnel proximity</li> <li>• Accessible parking provision - provision of level access/wide bay parking outside key buildings</li> <li>• Business loading access</li> <li>• MODA Development</li> <li>• Underground HV cables</li> <li>• Designing Out Crime - improved lighting etc.</li> </ul> <p>Designs have included improved crossing opportunities / access through the introduction of step free crossings, better surfaces and clearer delineation (tactiles) throughout. Several accessible bays have been included as part of the design (over and above the free GCC parking bays for blue badge holders).</p>

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"> <li>• disability,</li> <li>• race and/or ethnicity,</li> <li>• religion or belief (including lack of belief),</li> <li>• gender,</li> <li>• gender reassignment,</li> <li>• sexual orientation</li> <li>• marriage &amp; civil partnership,</li> <li>• pregnancy and maternity,</li> </ul>	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.	<b>Avenue B2</b> <b>Holland Street / Pitt Street</b> <b>Stages 3 &amp; 4 Commentary</b>
Postcard (email and hand delivered) in September 2021 to Holland Street / Pitt Street Business / occupants, local residents and to student halls of residence.	All Older People and people with disabilities	Postcards were delivered providing information about the Avenues project, with details of the online design drawings for the street.	Progression of Stage 3 proposals for Holland Street / Pitt Street. The developed designs for the Avenue were displayed on Glasgow City Council's website. Designs include: <ul style="list-style-type: none"> <li>• Improved connectivity</li> <li>• Enhanced / widened Footways</li> <li>• Step-free Crossing Points</li> <li>• Upgraded pedestrian crossing arrangements</li> <li>• Enhanced pedestrian and cycling experience</li> </ul>
Design consultation on the technical design of the Avenues has continued during Stages 3 and 4 for Holland Street and Pitt Street.	All	Consultation on the technical design as necessary to inform the design process.	Consultations have included: <ul style="list-style-type: none"> <li>• Design Sign-off &amp; Consenting</li> <li>• Technical Engagement monthly meetings (Design Stages)</li> <li>• Specialist &amp; Specific User Group Technical Meetings (Design Stages)</li> <li>• Provide support to NRS</li> </ul>
An Accessible and Inclusive Design Forum was set up in 2022 by GCC to review design and accessibility issues, for all Avenue Blocks.	Older People and people with disabilities	Holland Street / Pitt Street Stage 3 design was presented at the AIDF meeting in October 2022. However, many of the Forum members were included in previous email distributions for the earlier consultations.	There was opportunity to amend the designs after the presentation to the Forum.
The design process has included reference to current best practice design guidance where possible. In particular: Highway Code (2022); Guidance on the Use of Tactile Paving Surfaces (2021); Cycling by Design (2021); Designing Streets (2010).	All - but particularly with reference to people with disabilities / visually impaired groups.	Appropriate standards to be applied where possible however it is noted that the city centre environment and the need to retro-fit elements within an existing road network will require local compromises.	Tactile options (and variations from standards) discussed and presented to the AIDF.

#### 4.0 ASSESSMENT & DIFFERENTIAL IMPACTS: (AVENUES B1-B4)

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
<b>SEX/ GENDER</b>	Women		✓		To promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity.
	Men		✓		As above
	Transgender		✓		As above
<b>RACE*</b> <i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.  For example, Asian includes Chinese, Pakistani and Indian etc</i>	White		✓		As above
	Mixed or Multiple Ethnic Groups		✓		As above
	Asian		✓		As above
	African		✓		As above
	Caribbean or Black		✓		As above
	Another Ethnic Group		✓		As above
<b>DISABILITY</b> <i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Physical disability	✓	✓		As above; and increasing ease of access and use of public space.
	Sensory Impairment (sight, hearing,)	✓	✓		As above; and increasing ease of access and use of public space.
	Mental Health	✓	✓		As above; and increasing ease of access and use of public space.
	Learning Disability	✓	✓		As above; and increasing ease of access and use of public space.
<b>LGBT</b>	Lesbians		✓		As at top
	Gay Men		✓		As at top
	Bisexual		✓		As at top
<b>AGE</b>	Older People (60+)	✓	✓		As at top; and increasing ease of access and use of public space.
	Younger People (16-25)	✓	✓		As at top and increasing ease of access and use of public space.
	Children (0-16)	✓	✓		As at top; and increasing ease of access and use of public space.
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women		✓		As at top
	Men		✓		As at top
	Lesbians		✓		As at top
	Gay Men		✓		As at top
<b>PREGNANCY &amp; MATERNITY</b>	Women	✓	✓		As at top and increasing ease of access and use of public space.
<b>FAITH GROUPS</b>	All		✓		As at top

\*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](#).



## 5.0 OUTCOMES, ACTION & PUBLIC REPORTING: (AVENUES B1-B4)

### 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?	NO			
Does the project, policy or strategy require to be amended to have a positive impact?	NO			
Does a Full Impact Assessment need to be undertaken?	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?)		<p>Consultation as noted above; particularly with Accessible and Inclusive Design Forum (AIDF), local businesses, and with transport organisations and emergency services.</p> <p>Development and subsequent publication of Proposals for general public comment.</p> <p>Promotion of wider project via social media, local Councillors etc</p> <p>Agreement of all technical details through GCC NRS Technical Services.</p>	Ironside Farrar Ltd for NRS (Jamie Shields and Team)	2020 - 2025, project programme dependent

### PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publicly 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)

## 6.0 MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end 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 taken 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



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