

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

Energy & Carbon Masterplan

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

The Energy and Carbon Masterplan (ECM) sets out a vision of a transformed energy economy for Glasgow that is based on low carbon and increasingly de-centralised energy sources that are better able to meet Glasgow's energy needs and help Glasgow tackle climate change. The ECM builds and extends the current collaborative working arrangements on energy and sustainability in the City through the work of the 'Sustainable Glasgow' initiative and is a key strategy in helping deliver Glasgow's aspirations to become one of Europe's most sustainable cities.

Glasgow's current energy needs are met largely through fossil fuels such as coal, oil and natural gas. In order to meet Glasgow's vision of a low carbon future, Glasgow needs to generate more of the electricity consumed locally from low and zero carbon sources, and look at other ways of heating homes.

Between 2006 and 2012, Glasgow has achieved a reduction in carbon emissions of 13%. Glasgow still needs to reduce its carbon dioxide emissions by 697,596 tonnes to meet the 30% reduction target, meaning there is a significant challenge to meet over the next six years. The ECM therefore presents a new set of interventions aiming to meet the 30% reduction target.

The main opportunities for Glasgow lie in reducing the total energy the city uses and ensuring that the city uses energy efficiently. Coupled with this, the City needs to increase the proportion of energy it consumes that is sourced from low carbon and renewable sources. This can be facilitated through the expansion of wind energy, solar photovoltaic, geothermal energy, and energy recovery from waste. Some of the main proposals set out in the Plan are:

- Development of a number of co-ordinated district heating schemes in the city – expanding out from installed schemes and covering a mixture of commercial and residential premises within specified zones identified in the Local Development Plan.
- Phasing out coal, oil and older inefficient electric heating in Council buildings and housing across the city.

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- Seek to facilitate improved energy efficiency and energy management systems across all sectors but particularly in residential housing.
- Further expansion of waste to energy schemes including greater use of food waste and anaerobic digestion.
- Further promotion of the use of electric vehicles and cycling as a key mode of transport, replacing the use of petrol and diesel vehicles.
- Lowering the carbon intensity of electricity consumed in Glasgow by promoting further expansion of low and zero carbon energy generation in the city through large and small-scale schemes.
- Continued engagement of Glasgow's citizens, businesses, and public sector organisations in the delivery of the new energy system for Glasgow.

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



10/03/15

d) Assessment Verified by (signed and date)



07/04/15

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.
As this is an emerging subject, no research is readily available regarding equality impacts of improving energy efficiency and reducing carbon emissions.	Projects and measures identified in this plan will either have no differential impact or will have a direct or indirect positive impact on all citizens of Glasgow.	Not at this stage.

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	√			To reduce Glasgow's carbon emissions, increase affordable warmth, enhance energy efficiency, and boost the local economy.
	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
	European People (Polish, Greek, Italian, etc)	√			As above
DISABILITY	Physical disability	√			As above
	Sensory Impairment (sight, hearing,)	√			As above
	Mental Health Issues	√			As above
LGBT	Lesbians	√			As above
	Gay Men	√			As above
	Bisexual	√			As above
	Transgender	√			As above
AGE	Older People (60 +)	√			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
	Younger People (16-25)	√			As above
	Children (0-16)	√			As above
MARRIAGE & CIVIL PARTNERSHIP	Women	√			As above
	Men	√			As above
	Lesbians	√			As above
	Gay Men	√			As above
PREGNANCY & MATERNITY	Women	√			As above
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?	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 next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		This can continue to be monitored through the Sustainable Glasgow governance structure in order to identify any potential equality issue.	Gavin Slater	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.

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.