

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

Pricing Review 2015/16

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

To provide sufficient income to protect services to the public while ensuring that price is not a barrier to participation.

In order to achieve this, services in Glasgow Life are being asked to increase their income by 3% in an attempt to offset the reduction in service fee from Glasgow City Council. In many instances, this will involve increasing current charges by 3%. However, this income target can also be achieved by maintaining current price if it is perceived that an increase in the charge would result in less participants using the service, or, a reduction in charge to stimulate an increase in volume of sales and achieve the targets via this method.

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

Helen Maclean(Senior Policy and Research Officer) 12th December 2014

d) Assessment Verified by (signed and date)

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.
<p>The research/data used comprises:</p> <ul style="list-style-type: none"> • customer complaints/comments • participant numbers data • review of competitor prices (private sector) • review of competitor prices (local authorities and leisure trusts) • levels of concessionary discounts offered by other local authorities and leisure trusts • participant surveys 	<p>Charges relate to all protected characteristics with the following characteristics being eligible for discounted charge rates</p> <ul style="list-style-type: none"> • Young people • Older people • Disabled People 	<p>No</p>

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				
	Men				
RACE	Asian People				
	Black People				
	Chinese People				
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)				
DISABILITY	Physical disability				
	Sensory Impairment (sight, hearing,)				
	Mental Health Issues				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)	SPORT Free recreational activities are being continued, these being: Swimming, golf, tennis, bowls, putting. . In addition, there will be a focus		Price for older people’s activity session introduced (Good Move programme) A participant survey demonstrated that people were willing to pay a charge	To sustain the programme – it went from being free to a trial charge being introduced as it is currently dependent

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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
		<p>on an older people’s arts programme in 2015/16 which will result in an increase in available free activities.</p> <p>LIBRARIES The cost of fines and borrowing fees for audio and video stock is being held at current prices</p>		<p>of £2 for exercise sessions and £2.50 for art –based classes and at this price structure participants are still attending. This charge will therefore continue in 2014/15.(Please see Appendix A)</p> <p>LIBRARIES/ARTS Price increase intended for tickets for the Aye Write book festival. This will affect older people as they are a main audience contingent for this festival. However, previous surveys have shown that the demographics of those who attend will most likely continue to find the price affordable.</p>	<p>upon Change Fund financial support which will terminate. As part of the funding criteria, ways of continuing it when the funding has finished were to be put in place.</p>
	Younger People (16-25)				
	Children (0-16)	<p>SPORT Free outdoor recreational activities are being continued, these being: golf, tennis, bowls, putting. In addition, free swimming for under 18’s will continue as will the “Happy Hour” free 5-</p>		<p>LIBRARIES Charges will be introduced for education workshops (similar to the Museums current education workshop fee structure, although prices are still to be</p>	

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		<p>a-side football sessions for under 18's which run at selected venues</p> <p>ARTS The prices for community touring programmes e.g. pantos is being held at £3 for adults and £2 concessionary discount (which includes children) This is far cheaper than Glasgow Theatre prices and allows affordable access to culture for young people</p> <p>LIBRARIES/ARTS New family ticket for “Wee Write” children’s book festival will be introduced next year in accordance with audience feedback and a “free babes in arms” policy will also operate during the festival.</p> <p>MUSEUMS The cost of education workshops for schools will not be subject to any increase</p>		finalised)	

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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
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF	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

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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.	Yes	
Does the negative impact breach any of the equality legislation? **		No
	Immediately	Within next 6 months
The negative impact requires action to be taken	N/A	N/A

** 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?)		Monitoring of uptake of the Aye Write festival ticket sales (for both older people and young children) Monitoring of the continued uptake of the “ Good Move” older people’s exercise and activity programme	Clare Simpson and Katrina Brodin Diane Cunningham	Summer 2015 Summer 2015

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.