

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

Update of the Parks Management Rules

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

The Parks Management Rules exist to ensure that safe, welcoming parks and open spaces exist to allow shared use and to allow for different activities co-existing safely in the same space.

All members of the community benefit from access to well managed parks.

Parks are free to access and the distribution of parks and open spaces throughout the city makes them accessible to all citizens, allowing for the well documented physical and mental wellbeing benefits of parks to be available to all. Parks are available for events – for various communities, geographical, religious, ethnic, communities of interest etc. – facilitating and enhancing community cohesion and integration.

Parks provide running trails, sports pitches, recreation opportunities and fixed play and outdoor gym equipment facilitating free exercise opportunities for a range of ages and abilities.

The update of the Parks Management Rules has improved the readability of the documentation and significantly reduced the word count, making the Rules easier to understand. Signage will have reduced wording and pictograms to ensure understanding by all sectors of the community.

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

Fiona McKinnon

October 2015

- d) Assessment Verified by (signed and date)



October 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.
Public consultation on Parks Management Rules Jan/Feb 2014	Public consultation – online, hard copy. In excess of 4,000 written responses and over 15,000 petition responses. All groups.	Any potential equalities issues raised during this consultation have been considered and addressed. No further consultation is intended.
Stakeholder consultation on Parks Management Rules Nov 2014	All groups.	
Understanding the Contribution Parks and Green Spaces can make to Improving People's Lives - GreenSpace (no date - c. 2011)	Children & young people, older people, disabled, BME	
Parks for People Impact Evaluation – HLF – Nov 13	Disabled/vulnerable people, older people, children & young people	
Community Green: using local spaces to tackle inequality and improve health – CABE Space 2010	BME	

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	✓			10 year review of Parks Management Rules
	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	Children (0-16)	✓			As above
	Women	✓			As above

Parks Management Rules 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
& CIVIL PARTNERSHIP					
	Men	✓			As above
	Lesbians	✓			As above
	Gay Men	✓			As above
PREGNANCY & MATERNITY	Women	✓			As above
RELIGION & BELIEF	Input *	✓			As above
					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

Parks Management Rules 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
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? **		
The negative impact requires action to be taken	Immediately	Within next 6 months

** 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 be 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?)		Equality and accessibility will be further examined as an integral part of the development of a Parks and Open Spaces Strategy. The operation of the Parks Management Rules will be monitored in order to identify any potential equality issues.	Stevie Scott	Spring 2017

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.

