

**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.

## Resilient Glasgow 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

Resilient Glasgow Strategy and Action Plan

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

The Resilient Glasgow Strategy aims to:

Raise awareness of the importance of resilience in a city wide context.

Start the conversation about resilience between all city stakeholders including all Glaswegians.

Foster the sharing of best practice, integrated city working and partnerships to ensure shared resources and a united city vision for all.

The Resilient Glasgow objectives relate to the following four pillars:

- **Empowering Glaswegians**
- **Unlocking place based solutions**
- **Supporting Fair Economic Growth**
- **Fostering civic participation**

All of the above objectives directly support the implementation of Glasgow City Council's Strategic Plan 2015-17 and the highest level objectives detailed in this plan.

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

Julie Robertson (01/06/2016)

d) Assessment Verified by (signed and date)

Duncan Booker (03/06/16)

## 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>A wide range of research and data collation was undertaken by partners as part of the creation of the strategy. This directly relevant to this EQIA assessment.</p> <p>Each step of the strategy development included gathering views from a multidisciplinary group of city stakeholders. This was done through a series of workshops and working groups around the focus themes of Resilient Place, Resilient People, Resilient Economy and Resilient Institutions.</p> <p>The challenges affecting the city and its citizens were recorded throughout the process and grouped into those which represent a potential city shock or chronic city stress.</p> <p>The culmination of these discussions was presented in the Resilient Glasgow “Conversation” document. This outlined the combined thoughts on the subject of resilience and summarised discussions and focus themes to date.</p> <p>This document was subject to city wide consultation between June – August 2015.</p> <p>As part of the consultation process the Resilient Glasgow draft strategy was posted on Glasgow City Council’s consultation hub for city wide comment.</p>	<p>All citizens were invited to participate in the strategy consultation through the GCC consultation hub. This allows all Glasgow citizens to access and comment upon the conversation document. It was acknowledged that some Glasgow citizens may be unable to access this consultation hub due to accessibility issues, including lack of digital or language skills. The draft document was also therefore made available on request in alternative formats.</p> <p>In order to reach out further to all residents, the Resilient Glasgow team targeted 15 city locations over 25 days. Consultation “hubs” were set up in each location. These were designed to be accessible, engaging and friendly and invited citizens to take a seat to chat about their thoughts on resilience, and if they wished they could scribble on our resilience table with their priorities for a more Resilient Glasgow.</p> <p>Young people were specifically invited to participate in the consultation and young children were given facilitation support to design their own Resilient Glasgow ‘city hero’.</p>	<p>Yes.</p> <p>This was undertaken between June – August 2015.</p> <p>The main priorities from the series of focused workshops included:</p> <ul style="list-style-type: none"> <li>• Listening to the third sector regarding what they need from the Council and communicate the Council’s expectations of third sector linkages.</li> <li>• Working in a regional context, with neighboring local authorities as barriers to resilience do not respect city boundaries.</li> <li>• Increasing the transfer of power and resources to local communities through the locus of the Community Empowerment Act.</li> <li>• Equal access to healthy, sustainable, local food and food growing opportunities.</li> <li>• The need for high quality housing stock and action where private landlords fail to maintain properties to a safe, warm standard.</li> <li>• Investment in active travel and in</li> </ul>

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<p>In addition to this standard consultation action, a structured programme of pro-active engagement was designed and undertaken between June and August 2015. These activities included setting up consultation hubs at a range of community events in different locations across the city and hosting stakeholder workshops for groups with specific protected characteristics.</p>	<p>In order to fully explore the resilience challenges for groups with protected characteristics Resilient Glasgow facilitated seven Glasgow Game stakeholder workshops, to provide opportunities to engage in a 'deep dive' on their specific resilience challenges. The workshops were undertaken with six different stakeholder communities across the summer of 2015. These were focused on traditionally "hard to reach" groups with specific protected characteristics. This process allowed us to engage approximately 200 community and /or third sector leaders, with each workshop focused around the question 'what will make Glasgow more resilient'.</p> <p>The groups that participated included:</p> <ol style="list-style-type: none"> <li>1. Glasgow Council for the Voluntary Sector (two sessions)</li> <li>2. West of Scotland Regional Equality Council</li> <li>3. Interfaith Scotland</li> <li>4. Glasgow Homelessness Network</li> <li>5. Glasgow Disability Alliance</li> <li>6. Glasgow City Council summer students/interns.</li> </ol>	<p>prevention rather than cure for public health, especially for young people.</p> <ul style="list-style-type: none"> <li>• Supporting local business to offer work and apprenticeship schemes within local communities.</li> <li>• Decontaminate and open up vacant and derelict land to community use.</li> <li>• Work on engaging parents and carers in school communities as a conduit to greater social inclusion.</li> <li>• Fund an increase in free adult education opportunities.</li> </ul>
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### 3. DIFFERENTIAL IMPACT

Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** 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
<b>GENDER</b>	<p><b>Women</b></p> <p>The <u>National Records of Scotland, Briefing paper on the 2011 census</u> shows an overall increase in the percentage of males in Glasgow between 2001 and 2011.</p> <p>However this is still less than the percentage of women per total population which represented 51.8% of the city in 2011.</p>	√	<p style="text-align: center;">√</p> <p>The Strategy aims to: Empower Glaswegians, Unlock place based solutions, Support Fair Economic Growth, and Foster civic participation.</p> <p>Women have been specifically considered throughout the development of the resilience strategy and are embedded across all four pillars.</p> <p>Of specific note are “Empowering Glaswegians” and “Fostering Civic Participation” pillars where the impact of traditional women’s roles in the family home, the workplace, and the community have been discussed and considered.</p>	<p>Based on available evidence it is not considered that the Resilience Strategy would disadvantage this equality group.</p>	<p>Potential issues identified for each protected characteristic were given attention whilst developing the focus areas and subsequent pillars of the resilience strategy.</p> <p>Specific issues raised during the consultation have been integrated into the Strategy Action Plan.</p> <p>As a result no direct changes will be made to the strategy at this time.</p> <p>Upon the annual strategy review the EQIA will be revisited for each protected characteristic group. (See Section 4 Outcomes and Action).</p>
	<p><b>Men</b></p> <p>The <u>National Records of Scotland, Briefing</u></p>	√	√		

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	<p><u>paper on 2011 census results</u> shows an overall increase in the percentage of males in Glasgow between 2001 and 2011.</p> <p>However this is still less than the percentage of women per total population which represented 51.8% of the city in 2011.</p> <p>Research by <u>EHRC (2009)</u> suggests men are more likely than women to be socially isolated in in their older age, with this issue heightened amongst men who were manual workers and/or in poor health. Furthermore, men who have never married were additionally unlikely to have frequent social contact, whilst for both men and women, shorter working lives led to social isolation at old age (however, once other factors are considered, this relationship is only statistically significant for women).</p>		<p>The Strategy aims to: Empower Glaswegians, Unlock place based solutions, Support Fair Economic Growth, and Foster civic participation</p> <p>Men have been specifically considered throughout the development of the resilience Strategy.</p> <p>The pillars “Empowering Glaswegians” and “Fostering civic participation” pillars have been designed with cognisance of men’s issues, particularly; social integration, community resilience and health.</p>	<p>Based on available evidence it is not considered that the Resilience Strategy would disadvantage this equality group.</p>	
<p><b>RACE</b></p>	<p>This included consideration of the following groups of ethnicity:</p> <ul style="list-style-type: none"> <li>• <b>Asian People</b></li> <li>• <b>Black People</b></li> <li>• <b>Chinese People</b></li> <li>• <b>White People</b></li> <li>• <b>People of mixed race</b></li> <li>• <b>European People (Polish, Greek, Italian, etc)</b></li> </ul> <p>Glasgow has experienced the following increases in population since 2001:</p> <ul style="list-style-type: none"> <li>• Other white: <b>22,938 (121%</b></li> </ul>	<p>√</p>	<p style="text-align: center;">√</p> <p>The Strategy aims to: Empower Glaswegians, Unlock place based solutions, Support Fair Economic Growth, Fostering civic participation</p> <p>Challenges pertaining to all race groups have been specifically considered throughout the development of the resilience strategy.</p> <p>In particular, the following pillars: “Empowering Glaswegians”, “Supporting Fair Economic Growth” and “Fostering Civic participation” aim to better understand and/ or</p>	<p>Based on available evidence it is not considered that the Resilience Strategy would disadvantage this equality group.</p>	

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	<p>increase)</p> <ul style="list-style-type: none"> <li>• Pakistani: <b>22,405 (45% increase)</b></li> <li>• Black/African/Caribbean: <b>14,246 (694% increase)</b></li> <li>• Chinese: <b>10,689 (174% increase)</b></li> <li>• Indian: <b>8,640 (107% increase)</b></li> </ul> <p><b>Source:</b> <u>GCC, 2013. Briefing Paper 2011 Census - Release</u></p> <p>Refugee &amp; asylum seekers appear to follow similar trends, with the Scottish Refugee Council demonstrating high concentrations within:</p> <ul style="list-style-type: none"> <li>• North Glasgow</li> <li>• Greater Govan</li> <li>• Central West</li> </ul> <p><b>Source:</b> <u>Scottish Refugee Council. 2010. A Study of Black Minority Ethnic Service User Distribution by Integration Network Area</u></p> <p><u>The Joseph Rowntree Foundation (2010:21)</u> provides an apt overview of the challenges:</p> <p>Minority groups seem to be at particular risk of having their emotional, social, spiritual/religious and sexual needs overlooked and are likely to experience a disproportionate negative impact where services take a one-size-fits-all approach.</p>		<p>address some of the many challenges for various ethnic groups.</p> <p>These include; provision and access to local services, community leadership, care models, social integration and networks, and community resilience.</p> <p>This includes transient and/or migrant groups including refugees.</p> <p>The strategy places a focus on the north of the city, not least because of available data highlighting higher concentrations of multiple race groups and refugee and migrant communities in this area.</p>		
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	<p>In relation to age profiles; <a href="#">GCC (2013)</a> highlighted that around 70,000 people or the equivalent of 12% of Glasgow's population, aged three years and over, use a non-British language at home.</p> <p>A cross section of evidence regarding provision of and access to services, employment and health presents the reality of continued discrimination and/or social exclusion for older generations. Within this, it appears that the danger of experiencing such issues is heightened if an individual is situated within one of the protected characteristics (i.e. BME or Minority Faith).</p>				
<b>DISABILITY</b>	<p>This included consideration of the following groups of disability:</p> <ul style="list-style-type: none"> <li>• <b>Physical disability</b></li> <li>• <b>Sensory Impairment (sight, hearing)</b></li> <li>• <b>Mental Health Issues</b></li> </ul> <p>It is widely recognised that those with disabilities may be subject to specific challenges:</p> <p><b>Source:</b> <a href="#">DWP. 2013. Disability facts and figures.</a> Highlights the following inequalities:</p> <p>A substantially higher proportion of individuals who live in families with disabled members live in poverty, compared to individuals who live in families where no one is disabled.</p>	√	√	<p>The Strategy aims to: Empower Glaswegians, Unlock place based solutions, Support Fair Economic Growth, Fostering civic participation.</p> <p>Those with <b>physical disabilities</b> have been specifically considered throughout the creation of the resilience strategy.</p> <p>In particular; pillars “Empowering Glaswegians”, “Unlocking Place based solutions”, supporting fair Economic Growth” and “Fostering Civic participation” cognisance to the challenges facing those with physical disabilities.</p> <p>Actions beneath these pillars have been designed to further consider and/ or address challenges for</p>	

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	<p>Disabled people remain significantly less likely to participate in cultural, leisure and sporting activities than non-disabled people. Latest data shows disabled people are more likely to have attended a historic environment site, museum or gallery than in 2005 to 2006. However disabled people are less likely to have attended a library over the same period <sup>14</sup></p> <p>Disabled people are significantly less likely to engage in formal volunteering. In 2010 to 2011, 23% of disabled people engaged in formal volunteering at least once a month, compared with 25% of non-disabled people.</p> <p><b><u>Source:</u></b> DWP. 2013. <u>Disability facts and figures.</u></p> <p>In relation to age profiles; <u>mixed method research by Cairns (2012:2013)</u> examines the experiences of older parent carers and disabled children in Scotland. Research highlights that due to their age, older parents are situated within a unique position.</p> <p>That is, one whereby they provide care but yet may need cared for themselves. It should be noted that Issues such as these are bound to increase in the future due to Scotland's aging population.</p> <p>Within the research, caring had a negative impact upon the carers' physical health across all age brackets; however this was heightened amongst those in the older age groups. Most importantly is the lack of focused support for older carers, who whilst</p>	<p>those with physical disabilities including accessibility, development of suitable place based solutions for the city, social networks and services for those with disabilities. This will also include skills and leadership development to create meaningful employment opportunities for all.</p> <p>Those with <b>Sensory disabilities</b> have been considered throughout the creation of the resilience strategy.</p> <p>In particular; pillars “Empowering Glaswegians”, “Unlocking Place based solutions”, “Supporting fair Economic Growth” and “Fostering Civic participation” will have cognisance to challenges facing those with sensory disabilities.</p> <p>Actions beneath these pillars have been designed to further consider and/ or address challenges for those with sensory disabilities including accessibility, development of suitable place based solutions for the city, social networks and services for those with sensory disabilities. This will also include skills and leadership development to create meaningful employment opportunities for all. This will also refer to access and provision of service.</p> <p>Those with <b>Mental Health</b> issues</p>	
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<p>caring for their dependants, must also begin planning for caring for themselves</p> <p><b>Source:</b> <i>“Caring for a Child with Learning Disabilities Over a Prolonged Period of Time: An Exploratory Survey on the Experiences and Health of Older Parent Carers Living in Scotland”</i>. Authors: <u>Deborah Cairns, Jayne Brown, Debbie Tolson, Chris Darbyshire</u></p> <p>In relation to educational attainment and employment, the Scottish Government Equality Outcomes: Disability Evidence Review. Highlighted the following challenges:</p> <p><b>United Kingdom 2012:</b></p> <ul style="list-style-type: none"> <li>• 19% of working age disabled people do not hold any formal qualifications</li> <li>• 7% of working age non-disabled people not hold any formal qualifications.</li> <li>• 15% of working age disabled people hold degree level qualifications.</li> <li>• 28% of working age non-disabled people hold degree level qualifications.</li> </ul> <p><b>Employment Rates:</b></p> <p><b>Scotland 2011:</b></p> <ul style="list-style-type: none"> <li>• 46.3% (Disabled)</li> <li>• 70.7% (Non-disabled)</li> <li>• 47.8% disabled people are</li> </ul>		<p>have been considered throughout the creation of the resilience strategy.</p> <p>In particular; pillars “Empowering Glaswegians”, “Unlocking Place based solutions”, “Supporting fair Economic Growth” and “Fostering Civic participation” will have cognisance to those with mental health disabilities.</p> <p>Actions beneath these pillars have been designed to further consider and/ or address challenges for those with mental health disabilities including place based solutions/ placemaking for health and wellbeing across the city, social networks and support services for those with mental health issues.</p> <p>Actions will include skills and leadership development to build empowered Glaswegians, meaningful employment opportunities for all and consider the access to and provision of services for those with mental health issues. Continuing links with the Glasgow Disability Alliance will be vital, as this is the largest user-led group of disabled citizens in Scotland.</p>		
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	<p>economically inactive</p> <p><b>Source:</b> <u>Scottish Government 2013. Scottish Government Equality Outcomes: Disability Evidence Review.</u></p>				
<b>LGBT</b>	<p>This included consideration of the following groups:</p> <ul style="list-style-type: none"> <li>• <b>Lesbians</b></li> <li>• <b>Gay Men</b></li> <li>• <b>Bisexual</b></li> <li>• <b>Transgender</b></li> </ul> <p>Although difficult to quantify specific figures, a cross section of sources, including Stonewall (LGBT charity), The Office for National Statistics and the Scottish Government estimate that between 5% - 7% of the United Kingdom’s population identify as Lesbian, Gay or Bi-Sexual.</p> <p>Applying this estimate to Glasgow equates to a total of approximately 36,000 people</p> <p>Research from a cross section of different sources continually highlights the unequal life opportunities and experiences faced by the LGBT population.</p> <p>Whether this is in relation to employment, income, housing, mental-wellbeing or more generally, being socially accepted, this particular community clearly faces a number of structural, social and cultural barriers on a daily basis.</p> <p><b>Source:</b> <u>Scottish Government. 2013.</u></p>	√	√	<p>Based on available evidence it is not considered that the Resilience Strategy would disadvantage this equality group.</p>	

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<p><u>Scottish Government Equality Outcomes: Lesbian, Gay, Bisexual and Transgender (LGBT) Evidence Review.</u></p> <p><b>Source:</b> <u>Scottish Transgender Alliance. 2008. Transgender Experiences in Scotland.</u></p> <p><b>Source:</b> <u>Stonewall. 2012. Living Together: British Attitudes to Lesbian, Gay and Bisexual People in 2012</u></p> <p><u>Scottish LGBT Equality Report, June 2015</u> undertook a comprehensive study into the challenges faced by each equality group.</p> <p>Respondents outlined a range of specific ways in which they felt LGBT people continue to face inequality in Scotland. These included:</p> <ul style="list-style-type: none"> <li>• Remaining inequalities in the law.</li> <li>• Negative social attitudes.</li> <li>• Specific incidents of prejudice and discrimination.</li> <li>• Service-providers and employers</li> </ul> <p>In responses to this the top priorities for tackling inequality include:</p> <p>Ensuring public services meet the needs of LGBT people (Public services mentioned as priority areas for improvement included the police and justice system, and housing and social care).</p> <p>Common themes in the issues raised by respondents included a need for training and resources to ensure public service</p>	<p>“Fostering Civic Participation” where the impact of traditional men’s roles in the family home, workplace and community have been discussed and considered. This is further magnified by the inequalities faced by the LGBT communities.</p> <p>Bisexual people have been specifically considered throughout development of the resilience strategy. In particular, the challenges facing bisexual people have been referred to within “Empowering Glaswegians” and “Fostering Civic Participation” where the impact of traditional roles in the family home, workplace and community have been discussed and considered. This is further magnified by the inequalities faced by the LGBT communities.</p> <p>Transgender people have been specifically considered throughout development of the resilience strategy. In particular, the challenges facing transgender people have been referred to within “Empowering Glaswegians” and “Fostering Civic Participation” where the impact of traditional roles in the family home, workplace and community have been discussed and considered. This is further magnified by the inequalities faced by the LGBT communities. In particular issues surrounding safety and perceived</p>	
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	<p>providers understood and catered for the specific needs of LGBT people and were equipped to deal with incidents of prejudice and discrimination.</p> <p><u>Scottish LGBT Equality Report, June 2015</u></p> <p><b>Gay Men/ Bisexual Men</b></p> <p>In addition to the above, Stonewall report examines the range of issues experienced by young gay and bisexual men from minority ethnic backgrounds.</p> <p>Within this, they highlight the conservative nature of some ethnic minority cultures and the potential for social exclusion for those wishing to publicise their sexuality</p> <p><b>Source:</b> <u>Stonewall. 2010a. One Minority at a Time: Being Black and Gay. Stonewall: London.</u></p> <p><b>Transgender</b></p> <p>Research by the Transgender Alliance (2008) appears to suggest that transgender hate crime levels may be higher than those recorded by official records.</p> <p>From their survey of 78 people:</p> <ul style="list-style-type: none"> <li>• 25% moved home due to intimidating or threatening behavior from their neighbours.</li> <li>• 62% experienced harassment from strangers in public places.</li> <li>• 31% experienced threatening behaviour in public.</li> <li>• 17% experienced physical assault</li> </ul>		<p>and real risk facing transgender people have been considered within the “unlocking place based solutions” considering place making and the impact upon health and wellbeing, reduction of actual and fear of crime, and creating opportunities for greater community cohesion.</p>		
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	<ul style="list-style-type: none"> <li>• 4% experienced sexual assault</li> </ul> <p>The Crown Office &amp; Procurator Fiscal recorded 14 cases of transgender hate crime in Scotland between 2012-2013. Glasgow reported the highest number of cases (11), with three other areas experiencing one instance each.</p> <p><b>Source:</b> <u>Crown Office &amp; Procurator Fiscal Service. 2013. Lesbian, Gay and Bisexual Hate Crime Statistics in Scotland 2012-2013</u></p> <p>Research by the Scottish Transgender Alliance explores the economic difficulties faced by transgender individuals</p> <p>Within this, the research highlights:</p>				
	<ul style="list-style-type: none"> <li>• 37% receiving employment benefits.</li> <li>• 20% are self employed.</li> <li>• Despite 55% achieving HND/Degree/Postgraduate qualifications, only 30% earn over £20,000 p/annum.</li> <li>• 48% earn under £10,001.</li> </ul> <p><b>Source:</b> <u>Scottish Transgender Alliance. 2008. Transgender Experiences in Scotland. STI: Edinburgh</u></p> <p>More recent research by the Transgender Alliance replicates these findings, with just under 50% earning less than £20,000 p/annum and 30% earning less than £10,000 p/annum.</p> <p>This appears to echo anecdotal evidence</p>				

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	<p>which highlights social and cultural barriers to full time, well paid employment for transgender individuals</p> <p>The Scottish Transgender Alliance explores the difficulties faced by transgender people in Scotland when accessing services and more specifically, the lack of understanding and appreciation of their 'gender identity' outwith specialist services.</p> <p>Most notably, 46% of the sample stated they have never used sport or leisure facilities in Scotland due to fear of discrimination, whilst a large proportion highlight their negative experiences with mental health services.</p> <p><b>Source:</b> <u>Scottish Transgender Alliance. 2008. Transgender Experiences in Scotland. STI: Edinburgh</u></p>					
<b>AGE</b>	<p><b>Older People (60 +)</b></p> <p>Since the 2001 Census, Glasgow has experienced a number of changes in regards to the age profile of its citizens:</p> <ul style="list-style-type: none"> <li>• age 0-15 a decrease of - <b>10.2%</b></li> <li>• age 16-29, an increase of <b>+18%</b></li> <li>• age 30-44, a decrease of - <b>5.6%</b></li> <li>• age 45-64, an increase of <b>+16.8%</b></li> <li>• age 65+, an decrease of - <b>9.4%</b></li> </ul> <p><u>Census 2011</u></p> <p><u>DWP (2010)</u> highlight the difficulties in overcoming age based discrimination, due to the variety of contexts it operates within</p>	√	√	<p>The Strategy aims to: Empower Glaswegians, Unlock place based solutions, Support Fair Economic Growth, and Foster civic participation</p> <p><b>Older people</b> have been specifically considered throughout the creation of the resilience strategy. Facilitated engagement with older people's groups took</p>	<p>Based on available evidence it is not considered that the Resilience Strategy would disadvantage this equality group.</p>	

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<p>and the methods through which it can occur. Although written before the Equalities Act 2010 was published, the authors discuss the importance of integrating age into each protected characteristic, as it is a variable shared across the board. Further reinforcing this perspective, the data suggests that more respondents experienced discrimination due to their age at a higher propensity than any 'protected characteristic'. The report looks at the factors that are associated with age discrimination and prejudice and compares attitudes between two key groups, people in their 20s and people aged 70 and over.</p> <p>A cross section of evidence regarding provision of and access to services, employment and health presents the reality of continued discrimination and/or social exclusion for older generations. Within this, it appears that the danger of experiencing such issues is heightened if an individual is situated within one of the protected characteristics (i.e. BME or Minority Faith).</p> <p><u>The Joseph Rowntree Foundation (2010:21)</u> provides an apt overview of the situation:</p> <p>The research suggests that older carers lack support, information and practical resources throughout their care giving careers. Ultimately, clear distinctions in terms of provision of caring support are needed, not only in cultural, religious and social terms, but also in regards to age.</p>		<p>place through the Resilient Glasgow conversation.</p> <p>In particular; pillars “Empowering Glaswegians”, “Unlocking Place based solutions”, supporting fair Economic Growth” and “Fostering Civic participation” will have cognisance to these.</p> <p>Actions beneath these pillars have been designed to further consider and/ or address challenges for older people including accessibility, development of suitable place based solutions for the city, social networks and services for older people.</p> <p>The provision and use of services will be considered with reference to older people and issues of delivery and accessibility.</p> <p>Health inequities are considered across all four pillars. Health challenges are further magnified in older people and these will be considered with reference to health in its widest sense including sense of worth, wellbeing and pride.</p>		
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	<p>Research by <a href="#">EHRC (2009)</a> suggests men are more likely than women to be socially isolated in in their older age, with this issue heightened amongst men who were manual workers and/or in poor health. Furthermore, men who have never married were additionally unlikely to have frequent social contact, whilst for both men and women, shorter working lives led to social isolation at old age (however, once other factors are considered, this relationship is only statistically significant for women).</p>				
	<p>Research commissioned by the government and completed by Elbourne (2008) examines the interaction between government and older people. Although this is not necessarily a service per se, it does provide an indication of the issues affecting many older people in accessing services and engaging with broader society. From the research, the following issues were highlighted:</p>				
	<ul style="list-style-type: none"> <li>• Engagement and interaction with older people is widely cited as a fundamental issue within the public, private and third sectors.</li> <li>• Government focus has been driven by local engagement, insofar as councils and local authorities are responsible for engagement specific to their locality.</li> <li>• Forums, working partnerships and advocacy groups have contributed to improved access to engaging with local authorities and councils, however, further steps could be taken to simplify this process.</li> </ul>				

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	<ul style="list-style-type: none"> <li>• Despite this drive, the research suggests that engagement with older people is not a priority within LA's and councils, despite central Government directives.</li> <li>• More robust and concise methods could be implemented to ensure broader engagement, better use of public money and accessibility for older people.</li> <li>• Presents interventions by senior management as the most effective manner of ensuring councils and LA's fully engage with older people.</li> <li>• A top-down approach appears more successful than pressure from external groups and attempts by middle and lower management (i.e. senior involvement is key).</li> </ul> <p>Secondary analysis of data from the <u>English Longitudinal Study of Aging and the British Household Panel Survey (EHRC, 2009)</u>, highlights the following:</p> <ul style="list-style-type: none"> <li>• Older women are generally poorer than older men.</li> <li>• Poverty amongst older people is indicative of their social class/positioning in earlier years.</li> <li>• Women who marry before 21, or experience divorce after 45 are more likely to be poor in later life.</li> <li>• More generally, the loss of a partner appeared to have a significant negative impact upon women, old age and poverty.</li> <li>• Not owning a house, lack of educational qualifications and a</li> </ul>				
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	<p>lower social class contributed to poverty in both men and women in their old age.</p> <ul style="list-style-type: none"> <li>• People who retire early and/or voluntary are less likely to experience poverty in later life</li> </ul> <p>Work by the Personal Social Services Research Unit (2008) (funded by the Department of Health) presents an inherent degree of age discrimination within mental health services. Insofar as the provision of services and resources for older people with mental health issues are stretched and not comparable in quality nor depth to the services offered to younger generations. The discussion paper highlights several areas, whereby younger patients appear to gain preferential treatment or whose issues are viewed as immediate concerns. This is evident through:</p> <ul style="list-style-type: none"> <li>• Higher number of referrals for specialist treatment amongst young people.</li> <li>• Younger age profile of patients within specialist mental health clinics.</li> <li>• Although direct discrimination may not exist, the structure of some organisations promotes higher levels of engagement with young people. (REWORD)</li> </ul> <p>Recent reports highlight growing concerns regarding the increase of dementia cases within the UK and further afield. It is estimated that dementia affects 44 million people globally, with predictions placing this figure at 135 million by 2050 (need statistics</p>				
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<p>for UK).</p> <p>Within this, the UK has doubled its annual funding for dementia research to 132million by 2025, up from the 66million target in 2015.</p> <p><a href="http://www.alzheimersresearchuk.org/wp-content/uploads/2015/01/Alzheimers-Manifesto_2015_lores.pdf">http://www.alzheimersresearchuk.org/wp-content/uploads/2015/01/Alzheimers-Manifesto_2015_lores.pdf</a></p> <p>Considering the current levels of poor health experienced within Scotland (i.e. obesity, heart/liver disease etc), in conjunction with the countries aging population, it is clear that several issues are prominent in regards to the relationship between health, age and the need for equality. In this regard, although formal practices considered 'ageist' have been reduced in recent history (i.e. rejection of operations due to ageism), anecdotal evidence suggests older people don't receive the same levels of personal care than their younger counterparts</p>					
<p><b>Younger People (16-25)</b></p> <p>Glasgow's population amongst 16 to 29 year olds has increased by 18% in 10 years.</p> <p><u>Census 2011</u></p> <p>When compared to national data it is apparent that each individual cities demographics profile demands the provision of tailored strategies and services,</p>	√	√	<p>The Strategy aims to: Empower Glaswegians, Unlock place based solutions, Support Fair Economic Growth, Fostering civic participation</p> <p><b>Younger people</b> have been specifically considered throughout the creation of the resilience strategy.</p>	<p>Based on available evidence it is not considered that the Resilience Strategy would disadvantage this equality group.</p>	

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	<p>specific to its citizens needs. For instance in Glasgow:</p> <p>Glasgow's population amongst 16 to 29 year olds has increased by 18% in 10 years, (8% faster than the Scottish rate), potentially leading to an increased demand for employment, education and training</p> <p><u>DWP (2010)</u> highlights the difficulties in overcoming age based discrimination, due to the variety of contexts in operates within and the methods through which it can occur.</p> <p>Although written before the Equalities Act 2010 was published, the authors discuss the importance of integrating age into each protected characteristic, as it is a variable shared across the board. Further reinforcing this perspective, the data suggests that more respondents experienced discrimination due to their age at a higher propensity than any 'protected characteristic'.</p> <p>The report looks at the factors that are associated with age discrimination and prejudice and compares attitudes between two key groups, <b>people in their 20s</b> and people aged 70 and over.</p>		<p>In particular; pillars “Empowering Glaswegians”, “Unlocking Place based solutions”, supporting fair Economic Growth” and “Fostering Civic participation” will have cognisance to these.</p> <p>Actions beneath these pillars have been designed to further consider and/ or address challenges for younger people including accessibility, development of suitable place based solutions for the city, social networks and skills development to build empowered Glaswegians, allowing access to meaningful employment opportunities.</p> <p>The provision and use of services will be considered with reference to younger people and issues of delivery and accessibility.</p> <p>Health inequities are considered across all four pillars. Health challenges relevant to younger people will be considered with reference to health in its widest sense including mental health, sense of worth, wellbeing and pride.</p>		
	<p><b>Children (0-16)</b></p> <p>DWP (2010) highlight the difficulties in overcoming age based discrimination, due to the variety of contexts in operates within and the methods through which it can occur. Although written before the</p>	√	√	<p>Based on available evidence it is not considered that the Resilience Strategy would</p>	

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	<p>Equalities Act 2010 was published, the authors discuss the importance of integrating age into each protected characteristic, as it is a variable shared across the board. Further reinforcing this perspective, the data suggests that more respondents experienced discrimination due to their age at a higher propensity than any 'protected characteristic'.</p>		<p><b>Children</b> have been specifically considered throughout the creation of the resilience strategy.</p> <p>In particular; pillars “Empowering Glaswegians”, “Unlocking Place based solutions”, supporting fair Economic Growth” and “Fostering Civic participation” will have cognisance to these.</p> <p>Actions beneath these pillars have been designed to further consider and/ or address challenges for children including accessibility and suitable delivery of services, this includes the quality and delivery of childcare and how this impacts on the development of a resilient person.</p> <p>Actions also include suitable place based solutions for the city to promote health and wellbeing benefits, delivering useful, creative and social spaces to build networks and bolster skills development to build empowered Glaswegians..</p> <p>The provision and use of services will be considered with reference to children and issues of delivery and accessibility.</p> <p>Health inequities are considered across all four pillars. Health challenges relevant to children will be considered with reference to health in its widest sense including mental health, sense of worth, wellbeing and pride.</p>	<p>disadvantage this equality group.</p>	
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<p><b>MARRIAGE &amp; CIVIL PARTNERSHIP</b></p>	<p>This included consideration of the following groups:  <b>Women</b>  <b>Men</b>  <b>Lesbians</b>  <b>Gay Men</b></p> <p>This report examines the range of issues experienced by young gay and bisexual men from minority ethnic backgrounds. Within this, they highlight the conservative nature of some ethnic minority cultures and the potential for social exclusion for those wishing to publicise their sexuality  <u>Stonewall. 2010a. One Minority at a Time: Being Black and Gay. Stonewall: London.</u></p>	<p>√</p>	<p style="text-align: center;">√</p> <p>The Strategy aims to: Empower Glaswegians, Unlock place based solutions, Support Fair Economic Growth and Foster civic participation.</p> <p>The rights of a range of people in relation to marriage and civil partnership have been specifically considered throughout development of the resilience strategy. In particular, issues have been referred to within “Empowering Glaswegians” and “Fostering Civic Participation” where the impact of traditional roles in the family home, workplace and community have been discussed and considered.</p>	<p>Based on available evidence it is not considered that the Resilience Strategy would disadvantage this equality group.</p>	
<p><b>PREGNANCY/ ADOPTION/ FOSTERING AND MATERNITY &amp; PATERNITY</b></p>	<p>This included consideration of the following groups:  <b>Women</b>  <b>Men</b></p> <p>Glasgow's population amongst 16 to 29 year olds has increased by 18% in 10 years.</p>	<p>√</p>	<p style="text-align: center;">√</p> <p>The Strategy aims to: Empower Glaswegians, Unlock place based solutions, Support Fair Economic Growth and Foster civic participation</p> <p>The rights of a range of people in relation to pregnancy, fostering, adoption and maternity and</p>	<p>Based on available evidence it is not considered that the Resilience Strategy would disadvantage this equality group.</p>	

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			<p>paternity rights have been specifically considered throughout development of the resilience strategy.</p> <p>In particular, issues have been referred to within “Empowering Glaswegians” and “Fostering Civic Participation” where the impact of traditional roles in the family home, workplace and community have been discussed and considered.</p>		
<b>RELIGION &amp; BELIEF</b>	<p><b>Religious and Belief Groups:</b></p> <p>Glasgow has experienced the following increases in population since 2001:</p> <ul style="list-style-type: none"> <li>• Other white: <b>22,938 (121% increase)</b></li> <li>• Pakistani: <b>22,405 (45% increase)</b></li> <li>• Black/African/Caribbean: <b>14,246 (694% increase)</b></li> <li>• Chinese: <b>10,689 (174% increase)</b></li> <li>• Indian: <b>8,640 (107% increase)</b></li> </ul> <p><b>Source:</b> <u>GCC, 2013. Briefing Paper 2011 Census - Release</u></p> <p>Refugee &amp; asylum seekers appear to follow similar trends, with the Scottish Refugee Council demonstrating high concentrations</p>	√	√	<p>Based on available evidence it is not considered that the Resilience Strategy would disadvantage this equality group.</p>	

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	<p>within:</p> <ul style="list-style-type: none"> <li>• North Glasgow</li> <li>• Greater Govan</li> <li>• Central West</li> </ul> <p><b>Source:</b> Scottish Refugee Council. 2010. <u>A Study of Black Minority Ethnic Service User Distribution by Integration Network Area</u></p> <p>The research suggests that older carers lack support, information and practical resources throughout their care giving careers. Ultimately, clear distinctions in terms of provision of caring support are needed, not only in cultural, religious and social terms, but also in regards to age.</p>		<p>accessibility, development of suitable place based solutions for the city, social networks and provision and use of services. It is noted that these will be magnified by challenges associated with religious or cultural behaviours or beliefs.</p> <p>The impact of a range of religion and beliefs upon traditional roles in the family home, workplace and community will be considered.</p> <p>This will also include the provision of skills development designed specifically for a range of religions and beliefs to create meaningful employment opportunities for all.</p>		
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\* 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

## Resilient Glasgow 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
<b>HIGH</b>		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy.		
<b>MEDIUM</b>		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected		
<b>LOW</b>		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.	X	
<b>Does the negative impact breach any of the equality legislation? **</b>		X
	<b>Immediately</b>	<b>Within next 6 months</b>
The negative impact requires action to be taken	NA	NA

\*\* 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	The Resilience Strategy will be subject to annual reporting. At this point, this EQIA will be reviewed to determine if there are any new or previously unidentified impacts.	JR	Six weeks after production of Resilient Glasgow annual review report.
Does the project, policy of strategy require to be amended to have a positive impact?	No	The Resilience Strategy will be subject to annual reporting. At this point, this EQIA will be reviewed to determine if there are any new or previously unidentified impacts.	JR	Six weeks after production of Resilient Glasgow annual review report.
Does a Full Impact Assessment need to undertaken?	No	The Resilience Strategy will be subject to annual reporting. At this point, this EQIA will be reviewed to determine if there are any new or previously unidentified impacts.	JR	Six weeks after production of Resilient Glasgow annual review report.

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<p>If none of the above is required, please recommend the <b>next steps</b> to be taken.</p> <p>(i.e. is there a strategic group that can monitor any future impacts as part of implementation?)</p>	<p>The next steps will be to monitor as required as part of the Resilient Glasgow Steering Group and Resilient Glasgow Forum (Officer level group)</p>	<p>The Resilient Glasgow Steering group meets on a regular basis to discuss high level implementation of the resilience strategy. This group consists of high level multidisciplinary stakeholders from across the City and including the city council.</p> <p>The Resilient Glasgow Forum will commence post strategy release. This will meet on a 16 weekly basis to align with reporting. This group will consist of officer level “action owners” from across the City, In particular this will focus on the actions detailed in the Resilient Glasgow Strategy action plan.</p>
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**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.