

## Appendix 04

The Glasgow City Council (Traffic Management) (Hillhead Area) Order 1975 (Variation No1 Vinicombe Street) Order 2016

### **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. 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**

Reaching 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 publically 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.

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#### 1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

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

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

The proposal is to remove the existing parking on Vinicombe Street, provide a high quality public space with pedestrian priority while providing access for essential vehicle servicing and access. The layout will allow the area to be closed to permit events to be held when required. These events will be subject to Council approval and a temporary order to ban traffic.

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

Graeme Dewar 03<sup>rd</sup> August 2016

d) Assessment Verified by (signed and date)

Jim Morley, Assistant Project Manager

#### 2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

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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 proposal was advertised in the Evening Times in June 2016. Anyone could object or support these proposals by writing to the Council within, in this case, a 4 week period. This is part of the statutory process. There were 4 notices displayed throughout the area and maintained for the 4 week period.</p> <p>There were no objections to this order during the consultation period and 4 support responses were received.</p>	<p>There is a universal right of objection to any proposed traffic regulation order.</p>	<p>Not beyond the statutory consultation process</p>

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### 3. ASSESSMENT & DIFFERENTIAL IMPACTS

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 an 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>	Women		✓		<ul style="list-style-type: none"> <li>Improved layout and reduced traffic movements should result in fewer and lower severity of accidents</li> <li>Improved footways should encourage walking with the associated health and environmental improvements.</li> </ul>
	Men		✓		As above
<b>RACE</b>	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
<b>DISABILITY</b>	Physical disability		✓		As above plus reduced or removed kerbs to improved accessibility.
	Sensory Impairment (sight, hearing, )		✓		As above
	Mental Health Issues		✓		As above

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<b>LGBT</b>	Lesbians		✓		As above
	Gay Men		✓		As above
	Bisexual		✓		As above
	Transgender		✓		As above
<b>AGE</b>	Older People (60 +)		✓		As above plus reduced or removed kerbs to improved accessibility.
	Younger People (16-25)		✓		As above
	Children (0-16)		✓		As above plus reduced or removed kerbs to improved accessibility.
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women		✓		As above
	Men		✓		As above
	Lesbians		✓		As above
	Gay Men		✓		As above
<b>PREGNANCY &amp; MATERNITY</b>	Women		✓		As above
<b>RELIGION &amp; BELIEF</b>	All faith groups		✓		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.

<b>IMPACT</b>	<b>YES</b>	<b>NO</b>
<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.		✓
<b>Does the negative impact breach any of the equality legislation? **</b>		✓
	<b>Immediately</b>	<b>Within next 6 months</b>
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)

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**4. OUTCOMES, ACTION & PUBLIC REPORTING**

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	None		
Does the project, policy of strategy require to be amended to have a positive impact?	No	None		
Does a Full Impact Assessment need to undertaken?	No	None		
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?)		Monitor and review April 2017	Jim Morley	

PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publically 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)

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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.



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#### Legislation

**The Race Relations (Amendment) Act 2000** extends the scope of the Race Relations Act 1976 to cover all the functions of the Council. It gives most public authorities, including the Council, a general duty to promote race equality. That duty requires the Council when carrying out our policies, employing people and delivering services, in partnerships or otherwise, to have due regard to the need to

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity; and
- Promote good relations between persons of different racial groups.

The general duty is supported by specific duties that cover, among other things, employment, training and ethnic monitoring.

**Disability Discrimination Act** There is a general duty which applies to all public authorities, plus additional specific duties to support the majority of public authorities in achieving the outcomes required by the general duty. The basic requirement for a public authority when carrying out their functions is to have due regard to the need to do the following:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Disability Discrimination Act
- eliminate harassment of disabled people that is related to their disability
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires more favorable treatment.
- Due regard' means that authorities should give due weight to the need to promote disability equality in proportion to its relevance.

#### **The Gender Equality Duty and Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012**

The Equality Act 2006 amended the Sex Discrimination Act 1975 to place the statutory duty on public authorities, when carrying out their functions, to have due regard to the need to:

- eliminate unlawful discrimination and harassment; and
- promote equality of opportunity between men and women

The 2010 Act consolidated this legislation. This is the general gender equality duty, which is supported by specific duties that cover among other things equal pay, occupational segregation and education.

To have due regard means that the weight given to the need to promote gender equality is proportionate to its relevance to a particular function. It will mean giving more consideration and resources to functions or policies that have most effect on the public, or the Council's employees, or on a section of the public or on a section of the Council's employees, for example, transsexual employees.

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The gender equality duty incorporates a statutory duty to pay due regard to the need to eliminate discrimination and harassment towards transsexual staff. This applies at present to employment and vocational training.