

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.

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

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

City Centre Enabling Infrastructure Integrated Public Realm – Sauchiehall Street Avenue

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

The City Centre Enabling Infrastructure Integrated Public Realm programme supports a wide range of local and national strategic objectives including City Deal, City Centre Transport Strategy and Glasgow Age Friendly City Framework. It is also a key strategic objective of the City Centre Strategy and Action Plan 2014 -19.

The programme will introduce streetscape improvements to the public realm and establish principal Avenues throughout the city centre to form an integrated network of continuous pedestrian and cycle priority routes. The Avenues will be used as a binding mechanism to integrate public realm and placemaking initiatives, making the city more attractive, “people-friendly”, and economically competitive.

Pilot improvements will initially be undertaken on Sauchiehall Street between Charing Cross and Rose Street and will act as a proof of concept or demonstrator for the overall plan. These improvements will include:

- Reduction in vehicle traffic from four lanes (including two parking) to two (with parking redirected to the side streets)
- Introduction of two-way segregated cycle way
- Extension of pavements on both sides of the street, to allow business spill-out
- Introduction of large, feature trees (the final number will be determined by the impact of utility diversions)
- Installation of feature lighting columns able to host city marketing and branding, and deliver lighting installations
- Installation of Smart City infrastructure
- Installation of new street furniture

Collectively this will transform one of Glasgow’s historically important principal city centre streets from being one dominated by vehicles to one that attracts and retains footfall and investment, due to the shifting of traffic priority and introduction of soft and smart infrastructure. Softer impacts likely to accrue from the investment, such as a decrease in roadside noise, or improvement in local air quality, visual amenity and appearance, and improved street lighting, will have a comparatively bigger effect on pedestrians than other road users. Both pedestrians and cyclists will experience comparatively larger impacts than other road users. The concept design development for Sauchiehall Street Avenue

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(Charing Cross to Rose Street) occurred over the spring and summer of 2015 and was focused on three workshops with council stakeholders facilitated by the design team (Urban Movement). The first workshop involved a site walkover to help identify all the issues related to the street environment and its performance. At the second workshop, the design team presented a comprehensive overview of the feasible layout options, which would be able to address or respond to the issues raised in first workshop. Following lengthy discussion a preferred option was agreed. At the third workshop the design team presented the preferred option illustrated with plans, sections and visualisations.

The Equality Impact Assessment Screening process identified a number of common criteria which apply to a number of the protected characteristic groups as identified by The Equality Act 2010. These criteria are Safety, Road Safety, Accessibility and Connectivity and will be used throughout the following screening process.

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

Jackie Zambonini

d) Assessment Verified by (signed and date)

Derek Dunsire

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: <ul style="list-style-type: none"> ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, 	Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.
<p>Demographics</p> <p>The area around Sauchiehall Street has seen a significant increase in the population between 2001 and 2011 (Census). The Anderson / City / Yorkhill ward experienced a 34% increase in the population from 21,700 to 29,100 and the Hillhead ward adjacent Sauchiehall Street saw an increase of 2.5% from 25,900 to 26,500 (GCC 2011 Census - Key Statistics).</p> <p>The age and ethnicity of the resident population around the Sauchiehall Street area is notably different in relation to age and ethnicity from the</p>	<p>Age, Gender, Ethnicity</p>	

<p>population of Glasgow as a whole.</p> <p>Gender – There are slightly more males in the area compared to the city as a whole (51.3% in the area compared to 48.5% across the city).</p> <p>Age – 49% of residents in the area are in the 16 to 29 age range compared to 24% of the population of Glasgow. The area also has fewer children (8% are 15 and under compared to 16% of the city population) and fewer residents are 65 years + (7% are 65+ compared to 14% of the city population).</p> <p>Ethnicity – 66% of the resident population in the area are White Scottish / British compared to 83% of the city population. There is a higher Chinese resident population (7% compared to 1.8% across the city), other white (8.5% compared to 3.9%) and Indian (3.4% compared to 1.5%).</p> <p>Disability – 7% of the resident population’s day to day activities are limited a lot as a result of a long term health problem or disability compared to 13% of the city population. 86% of the resident population’s day to day activities are not limited as a result of a long term health condition or disability compared to 77% of the city population.</p> <p>Gender, age and disability of the visiting population cannot be established accurately.</p> <p>Sources: Glasgow City Council Ward Sheets : Anderson, Hillhead and City (NRS Estimates 2015 and NRS Census 2011) Glasgow City Council Census 2011 Multi member ward profiles : Anderson, Hillhead and City</p>		
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Glasgow City Council EqIA Evidence matrix		
<p>Research</p> <p>Centre for research on families and relationships – Your space or mine? : the role of public space in the lives of young people</p> <p>Age UK - Age Friendly Places - Making our community a great place to grow older</p> <p>RTPI - Dementia and Town Planning Creating better environments for people living with dementia</p> <p>Living Streets - Overcoming barriers and identifying opportunities for everyday walking for disabled people</p> <p>Scottish Government : Scottish Crime and Justice Survey 2014 - 15</p> <p>University of Glasgow – Fear of crime and the environment : systematic review of UK qualitative evidence</p> <p>Transport Scotland –Key reported road casualties Scotland 2016</p> <p>Scottish Government : Equality Outcomes : Disability Evidence review</p> <p>Scottish Government : Equality Outcomes : Ethnicity Evidence review</p> <p>Scottish Government : Equality Outcomes : Age Evidence review</p>	<p>Age – young people</p> <p>Age – older people</p> <p>Age – older people</p> <p>Disability</p> <p>Gender, Age - all</p> <p>Gender, Age - all, Disability</p> <p>Gender, Age - all</p> <p>Disability</p> <p>Ethnicity</p> <p>Age</p>	

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<p>Scottish Government : Equality outcomes : Gender Evidence review</p>	<p>Gender</p>	
<p>Consultations</p> <p>Made in Sauchiehall and Garnethill : Regeneration Framework</p> <p>Glasgow City Centre Transport Strategy 2014-2024</p> <p>City Deal Enabling Infrastructure Integrated Public Realm (EIIPR) – Tree planting in Sauchiehall Street</p> <p>The following guidelines were also considered in this assessment:</p> <p>Scottish Government Designing Street Guidance on the use of tactile paving surfaces Development Plan policies</p> <p>Cycling by Design</p> <p>TfL Streetscape Guidance 2016London Cycling Design Standards</p> <p>TfI International Cycling Infrastructure Best practice Study</p> <p>The programme was subject to a formal Planning application process and a statutory consultation exercise relating to the promotion of the Traffic Regulation Order was undertaken.</p> <p>Meetings held to discuss design were held with:</p> <p>RNIB Guide Dogs for the Blind Glasgow City Council Sensory Impairment Unit Police Scotland Community Safety Glasgow</p>		

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	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
SEX/ GENDER	Women	<p>Safety Comment - A number of public realm improvements will have the potential to make the area safer for users. Specifically these include creating a more open environment via extensions of the pavement area, removal of existing street clutter and improved lighting. These improvements will improve visibility and reduce street pinch points.</p> <p>Scottish Crime and Justice Survey indicate that women feel less safe than men when walking alone after dark. Therefore a positive impact for women is</p>			

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		<p>expected from an improved and safer environment.</p>			
	Men	<p>Safety Comment – as above</p> <p>Scottish Crime and Justice Survey indicate that men are more likely to be a victim of crime with men in the 16 – 24 age group particularly vulnerable. Therefore a positive impact for men is expected from an improved and safer environment.</p> <p>Road Safety Comment – The revised design will result in improved road safety on Sauchiehall Street for a number of reasons; the implementation of a 20mph speed limit in city centre streets has slowed traffic, parking has been moved to neighbouring streets which reduces car manoeuvring and priority has now been given to pedestrians and cyclists at</p>			

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		<p>junctions which will further slow vehicular traffic. The reduction in road lanes from four to two and the staggered layout of bus stops, loading bays and disabled parking will also slow down traffic.</p> <p>Transport Scotland research indicates that almost double the number of men than women are killed or seriously injured on the roads. Therefore a positive impact for men is expected for men from improved road safety.</p>			
	Transgender				No change required as impact is considered to be neutral.
RACE*	White				No change required as impact is considered to be neutral.
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>	Mixed or Multiple Ethnic Groups	Safety Comment – See Gender			
	Asian	Scottish Government research indicates that perceived lack of			
	African				

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<p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>	Caribbean or Black	<p>personal safety and security was an issue for some ethnic minorities. Therefore some ethnic groups are likely to experience a positive impact from an improved and safer environment.</p>			
	Other Ethnic Group	<p>Connectivity Comment- The revised design aims to create an improved gateway to the city centre at Charing Cross, and to this effect a two way segregated cycle way has been introduced to encourage connectivity from east to west. The widening of the pavement will also improve pedestrian movement. This will impact on residents within the local area.</p> <p>Demographic information indicates that the resident population in the area has a significantly higher proportion of BME and other white</p>			

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		<p>residents compared to the city as a whole. In addition, research also indicates that some BME groups have less access to a car and rely more on public transport.</p> <p>Therefore BME residents are likely to experience a positive impact from improved pedestrian and cycle connectivity.</p>			
DISABILITY	Physical disability	<p>Safety Comment – See Gender.</p> <p>In addition, fear of crime and its impact are greater for disabled people.</p> <p>Scottish Crime and Justice Survey indicate that disabled people feel less safe than non-disabled people when walking alone after dark. No distinction between types of disability is available.</p> <p>Therefore a positive impact is expected for disabled people from an improved and safer</p>			
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)				
	Mental Health				
	Learning Disability				

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		<p>environment, in particular as a result of improved lighting columns and installations.</p> <p>Road Safety Comment – No research could be sourced on the number of people with a disability involved in a road accident in Glasgow or Scotland. However, worldwide research indicates that disabled people are more likely to be involved in a road accident than non-disabled people. Therefore a positive impact is expected for disabled people from improved road safety.</p> <p>Accessibility Comment – The revised design proposes rebalancing of the junction priorities through the installation of design features that will encourage pedestrians and cyclists to take priority over vehicles. Each junction sits flush</p>			
				<p>Accessibility Comment – Public realm improvements will incorporate a verge to the centre of the existing road, which will incorporate bus stances, seating, trees and other street furniture. Separating this verge from the pavement will be the two-way cycle path with signalled crossings at various points along the</p>	

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		<p>with the footway and the mouths of the side streets are finished in black granite setts that blend with the Caithness footways, creating a continuous footway effect across the junctions while still retaining a visual contrast. The road will be finished in a coloured asphalt to further differentiate the different surfaces. The cycleway is segregated by a 20mm granite kerb to provide a visual and physical boundary between the cycle way and the pavement. Existing street clutter will be removed and strategically relocated to a central verge to create an unimpeded pedestrian route along widened footways. Improved lighting columns and installations will also improve accessibility by providing an effectively lit space. There will be no reduction in the number of disabled</p>		<p>street. A possible negative impact could result as pedestrians/disabled users will have to cross the cycle lane to access the central verge for buses and seating.</p> <p>To address this issue, the design incorporates coloured tactile paving parallel to crossing points, in tandem a change in asphalt colour. Additionally tactile paving strips have been located across the cycle way entering and exiting junctions. This will alert cyclists to the possibility of people crossing, as well as provide visual/ sensory/ audible cues to pedestrians. A 20mm raised kerb detail will separate the cycle way from the pavement to provide a further visual cue to the potential area of conflict. Any further increase of the 20mm upstand would likely have a negative impact on mobility impaired road users. Corduroy strips have been specified to align with is kerb detail across side street junctions, ensuring that there is a consistent sensory and visual cue for users.</p>	
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		<p>parking bays.</p> <p>It is considered that all of the above design features will contribute to improved accessibility for disabled people, particularly those with a physical disability or sensory impairment.</p>		<p>Specifically in relation to accessing bus stances in the verge, uncontrolled crossings with tactile paving have been located strategically at access adjacent to bus stops to alert pedestrians. An additional option for pedestrians is to access the central verge via controlled pedestrian crossings which are located at Scott Street and Elmbank Street. The area to the rear of the bus shelters is also highlighted in a contrasting surface treatment to further denote potential areas of conflict.</p> <p>Concerns relating to collision with cyclists and pedestrians could potentially impact more on disabled people, particularly those with a physical disability or sensory impairment.</p>	
LGBT	Lesbians				No change required as impact is considered to be neutral.
	Gay Men				No change required as impact is considered to be neutral.
	Bisexual				No change required as impact is

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					considered to be neutral.
AGE	Older People (60 +)	<p>Safety Comment – see Gender</p> <p>Scottish Government research indicates that being a victim of crime reduces with age however; older people have a greater fear of crime. Therefore a positive impact is expected for older people from an improved and safer environment.</p> <p>Accessibility Comment – see Disability</p> <p>Older people can experience reduced mobility and be more likely to rely on mobility aids such as motorised scooters and walking aids as they age. Therefore a positive impact is expected for older people from accessibility improvements.</p>		<p>Accessibility Comment- See Disability</p> <p>The need to cross the cycle path may have more of an impact on older people particularly those experiencing reduced mobility and using mobility aids.</p> <p>Concerns relating to collision with cyclists and pedestrians could potentially impact more on older people, particularly those with mobility issues.</p>	

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	<p>Younger People (16-25)</p>	<p>Safety Comment – See Gender</p> <p>Scottish Government research indicates that young people are more likely to be a victim of crime.</p> <p>Therefore a positive impact is expected for younger people from an improved and safer environment.</p> <p>Road Safety Comment – See Gender</p> <p>Scottish Government research indicates that young people aged 16 – 22 were twice as likely as the population as a whole to be injured on the roads. This may be particularly relevant as the Sauchiehall Street area has a larger younger population. In addition, the area has a highly active night-time economy which focuses on younger people.</p>			
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		<p>There are numerous bars, nightclubs and concert venues which attract a mainly younger clientele. Student accommodation is also located in the area and surrounding neighbourhoods.</p> <p>Therefore a positive impact is expected for younger people from improved road safety.</p>			
	Children (0-16)				No change required as impact is considered to be neutral.
MARRIAGE & CIVIL PARTNERSHIP	Women				No change required as impact is considered to be neutral.
	Men				No change required as impact is considered to be neutral.
	Lesbians				No change required as impact is considered to be neutral.
	Gay Men				No change required as impact is considered to be neutral.

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PREGNANCY & MATERNITY	Women	<p>Accessibility Comment – see Disability</p> <p>Mobility may be an issue for some women particularly in the later stages of pregnancy. In addition, accessibility issues will also affect those on maternity leave if using prams or buggies.</p> <p>Therefore a positive impact is expected for pregnancy and maternity from improved accessibility.</p>			
RELIGION & BELIEF** A list of religions used in the census is available here .	See note				No change required as impact is considered to be neutral.

* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** 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. A list of religions used in the census is available [here](#).

4. OUTCOMES, ACTION & PUBLIC REPORTING

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No Or /Not At This Stage	Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact/ Delivery of Positive Impact
Was a significant level of negative impact arising from the project, policy or strategy identified?	No			
Does the project, policy or strategy require to be amended to have a positive impact?	No			
Does a Full Impact Assessment need to be undertaken?	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?)		<ul style="list-style-type: none"> Further discussion will be held with stakeholders to establish a process for review of the completed Sauchiehall Street Avenue streetscape. EqIA process will be taken forward in Block A and the remainder of the Avenues programme. 		<ul style="list-style-type: none"> Discussions to be held prior to completion of streetscape, with review to start on completion of streetscape. This will be aligned to the remainder of the Avenues programme timeline. A Project Officer will have responsibility for implementation.

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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)

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

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
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act 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: [Understanding 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.