

**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

The Environmental Health Annual Report 2017-2018

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

The Report seeks to advise Committee upon the activities of the LES Environmental Health function during the period 2017-2018. It describes the work undertaken during the fiscal year 16/17 and looks ahead to operations during 2017-2018 and beyond.

The Report aims to describe the key challenges faced by the Environmental Health service and provides statistics which indicate the levels of performance achieved. The focus is upon the routine work which underpins the environmental health of the City – insofar as this is delivered by the LES EH service.


The activities covered by the report support the aims of the Glasgow City Council Strategic Plan 2017-2022 in that they seek to contribute to the delivery of the following outcomes:

- A resilient, growing and diverse city economy where businesses thrive
- Glasgow is a world-class destination
- Glaswegians are active and healthier
- Glasgow is healthier
- Our services are focused upon prevention and early intervention
- The city is clean and public spaces are well maintained
- Glasgow's housing meets the needs of its growing and diverse population

The Environmental Health service delivers a range of functions which is covered by a broad 'public health protection' banner. These activities take the form of regulatory/enforcement activity as well as advice to business on compliance and to members of the public as required.

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

William Hamilton, Group Manager, Environmental Health (4 January 2018)



d) Assessment Verified by (signed and date)

Gary Walker, Divisional Manager, Scientific and Regulatory Services

**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.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <ul style="list-style-type: none"> <li>➤ disability,</li> <li>➤ race and/or ethnicity,</li> <li>➤ religion or belief (including lack of belief),</li> <li>➤ gender,</li> <li>➤ gender reassignment,</li> <li>➤ sexual orientation</li> <li>➤ marriage and civil partnership,</li> <li>➤ pregnancy and maternity,</li> </ul>	<p>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>
<p>N/A</p>	<p>N/A</p>	<p>N/A</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
<b>SEX/ GENDER</b>	Women				
	Men				
	Transgender				
<b>RACE*</b>	White				
<i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i>  <i>For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups	√	√		Supplementary Pest Control activity in the Govanhill area will benefit a range of ethnic groups
	Asian			√	Monitoring of and enforcement of smoking activity in 'shisha' premises will have a disproportionate impact upon ethnic minorities.
	African				
	Caribbean or Black				

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	Other Ethnic Group				
<b>DISABILITY</b>	Physical disability				
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	√			Enforcement of the prohibition of commercial waste receptacles in the public domain will benefit persons with impaired sight – as obstacles on footpaths will be removed in certain locations.
	Mental Health				
	Learning Disability				
<b>LGBT</b>	Lesbians				
	Gay Men				
	Bisexual				
<b>AGE</b>	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)	√			The ongoing engagement with food businesses in the Shettleston area has the potential to improve the health

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					factor of food offered to schoolchildren at lunchtime.
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women				
	Men				
	Lesbians				
	Gay Men				
<b>PREGNANCY &amp; MATERNITY</b>	Women				
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note				

\* 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](#).

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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?	Yes	<p>Shisha bars/cafes within Glasgow are predominantly owned and frequented by citizens from ethnic minorities. These premises constitute the most obvious and persistent breach of smokefree legislation.</p> <p>It is felt that targeted enforcement in this area is unavoidable. However, routine monitoring of a wide range of other business types will continue throughout the year.</p> <p>Efforts will be made to ensure that engagement with owners and patrons of shisha bars will be conducted in a manner which accommodates any language difficulties.</p>	William Hamilton Group Manager, Environmental Health	N/A
Does the project, policy or strategy require to be	No			



amended to have a positive impact?				
Does a Full Impact Assessment need to be undertaken?	No			
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?)				

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.