

**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 eNeutralpected 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

The banning of mass releases of balloons and sky lanterns from Council land.

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

Key outcome: to protect and enhance the natural environment, including marine wildlife in particular.

Other outcomes:

To reduce plastic waste and help residents and businesses move away from a 'throwaway' culture.

To support Glasgow's broader sustainability ambitions for a high urban quality of life.

To respond to widespread public concerns about plastic waste.

Supporting activities:

Other work to reduce single use plastic waste and to support a more circular economy are being progressed as part of a broader approach to reducing plastic waste and removing it entirely from municipal wastestreams.

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

Duncan Booker

24 January 2018

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d) Assessment Verified by (signed and date)

Robert Davidson

28 February 2018

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**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 eNeutralising 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"> <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>	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.
UK Census data (2011)  Scottish Household survey data (2012)  Glasgow City Council mapping of Refugee/Asylum Seekers and BME population (2015)  Scottish Index of Multiple Deprivation (2016)  Glasgow City Council population and neighbourhood data (2017)	All  All  BME population, with particular reference to refugees and asylum seekers  All  All	

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<p><i>Environmental implications of plastic debris in marine settings—entanglement, ingestion, smothering, hangers-on, hitch-hiking and alien invasions</i> M Gregory (2009)</p> <p><i>Sky lanterns and helium balloons: an assessment of impacts on livestock and the environment</i> DEFRA (2013)</p> <p><a href="https://www.mcsuk.org/campaigns/">https://www.mcsuk.org/campaigns/</a> (Marine Conservation Society website)</p> <p><a href="https://www.keepsotlandbeautiful.org/media/1556461/balloon-and-flying-lantern.pdf">https://www.keepsotlandbeautiful.org/media/1556461/balloon-and-flying-lantern.pdf</a> (Keep Scotland Beautiful website)</p>	<p>All</p> <p>All</p> <p>All</p>	
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**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>SENEUTRAL/ GENDER</b>	Women	NEUTRAL			
	Men	NEUTRAL			
	Transgender	NEUTRAL			
<b>RACE*</b>	White	NEUTRAL			
<i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i>  <i>For eNeutralample Asian includes Chinese, Pakistani and Indian etc</i>	MiNeutraled or Multiple Ethnic Groups	NEUTRAL			
	Asian	NEUTRAL			
	African	NEUTRAL			
	Caribbean or Black	NEUTRAL			
	Other Ethnic Group	NEUTRAL			Many communities of East Asian origin celebrate lantern festivals and have traditionally used lanterns as part of cultural or religious

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					ceremonies (such as the Chinese new year). This policy will not prevent such practices except in the specific case of sky lanterns.
<b>DISABILITY</b>	Physical disability	NEUTRAL			
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	NEUTRAL			
	Mental Health	NEUTRAL			
	Learning Disability	NEUTRAL			
<b>LGBT</b>	Lesbians	NEUTRAL			
	Gay Men	NEUTRAL			
	BiseNeutralual	NEUTRAL			
<b>AGE</b>	Older People (60 +)	NEUTRAL			
	Younger People (16-25)	NEUTRAL			
	Children (0-16)	NEUTRAL			
<b>MARRIAGE &amp; CIVIL</b>	Women	NEUTRAL			

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<b>PARTNERSHIP</b>					
	Men	NEUTRAL			
	Lesbians	NEUTRAL			
	Gay Men	NEUTRAL			
<b>PREGNANCY &amp; MATERNITY</b>	Women	NEUTRAL			
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .		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 completeness 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?	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 <b>neNeutral</b> steps to be taken.  (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		A review of any impacts from the proposed policy on equality groups will be undertaken one year after its adoption by the Council.	Duncan Booker	

PUBLIC REPORTING OF SCREENING ASSESSMENT

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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, 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 (transsexual 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.