

# 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

An update on the development of a low emission zone in Glasgow city centre.

b) Reason for Change in Policy or Policy Development

To tackle poor air quality in the city centre.

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

Key outcome: To protect and improve public health.

Other outcomes:

To support broader policy ambitions for a low carbon, low emissions transport system.

To enhance the amenity of the city centre as a vibrant and thriving place in which to live, visit and do business.

Supporting activities:

Phasing of the Low Emission Zone's introduction and its development is based on the considerations set out and proposals agreed in a report to the City Administration Committee at its meeting of 14 June 2018. This is initially focused on buses, with the sector being supported towards cleaner vehicles through a national retrofitting fund. Further implementation will be extended to all other vehicle types at the end of 2022.

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

Duncan Booker 30 May 2019

e) Assessment Verified by (signed and date)

Andy Waddell

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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 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"> <li>➤ age</li> <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 Transport Statistics (2016) Scottish Index of Multiple Deprivation (2016)	All All BME population, with particular reference to refugees and asylum seekers Gender, disability and age All	Consultation on the LEZ has taken place with key industry stakeholders, including bus companies. Further public engagement is being planned as part of work to extend the LEZ to all vehicle types from the end of 2022. Further direct consultation with equality groups will take place as the specific proposals for the second phase of the LEZ are developed. It should be noted that

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<p>Glasgow City Council population and neighbourhood data (2017)</p> <p><i>An environmental justice analysis of British air quality</i>, G Mitchell &amp; D Dorling (2003)</p> <p><i>Investigating environmental justice in Scotland: links between measures of environmental quality and social deprivation</i>, SNIFFER (2005)</p> <p><i>Air Quality and Social Deprivation in the UK: an environmental inequalities analysis</i>, DEFRA (2006)</p> <p><i>Social inequalities resulting from health risks related to ambient air quality — A European review</i>, S Deguen &amp; D Zmirou-Navier (2010)</p> <p><i>Air Quality in Scotland</i>, SPICE Briefing (2016)</p> <p><i>Black &amp; Minority Ethnic Health &amp; Wellbeing Study in Glasgow</i>, NHS Greater Glasgow &amp; Clyde (2016)</p> <p><i>Air Quality: a briefing for Directors of Public Health</i>, DEFRA (2017)</p> <p><i>Emissions vs Exposure: Increasing injustice for road traffic related air pollution in the UK</i>, J Barnes &amp; T Chatterton (2017)</p>	<p>All</p> <p>Gender and socio-economic</p> <p>All</p> <p>Gender and socio-economic</p> <p>All</p> <p>All</p> <p>BME populations</p> <p>All</p> <p>Gender and socio-economic</p>	<p>there are national plans for a consistent approach across Scotland’s four main cities in such respects and Glasgow’s work will therefore be part of a broader approach to these important issues.</p> <p>Research on environmental justice suggests two main mechanisms by which disadvantaged groups are adversely affected in an unequal manner by air pollution. These are through being more exposed to air pollution (differential <i>exposure</i>) and through being more likely to suffer ill effects (differential <i>susceptibility</i>), particularly because of prior high levels of childhood asthma, adult respiratory illness and smoking.</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)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER	Women	X		Women across Scotland are more likely to use buses than men (by 55% to 45% overall).  Almost half of all households in Glasgow do not have access to a car.
	Men	X		
	Transgender	X		There is currently no Scottish data on travel issues specific to the transgender community.
RACE*	White	X		Ethnic minority groups across Scotland are less likely to hold a driving licence than white ethnic groups
	Mixed or Multiple Ethnic Groups	X		
	Asian	X		
	African	X		African heritage community members in Scotland have the lowest level of access to a car of all BME groups.
	Caribbean or Black	X		
Other Ethnic Group	X			

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<b>DISABILITY</b>	Physical disability	X		Poor air quality is one of the most significant preventable causes of ill health and premature mortality for people with prior vulnerability through long-term illnesses.  Adults with a disability or long-term limiting illness in Scotland are more likely to use a local bus service than those without a disability or long-term limiting illness.
<i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i>	Sensory Impairment (sight, hearing, )	X		
	Mental Health	X		
	Learning Disability	X		
<b>LGBT</b>	Lesbians	X		There is currently no Scottish data on travel issues specific to the LGBT community.
	Gay Men	X		
	Bisexual	X		
<b>AGE</b>	Older People (60 +)	X		There is currently no Scottish data on travel issues specific to the LGBT community.
	Younger People (16-25)	X		
	Children (0-16)	X		Children are at higher risk from traffic-related poor air quality than other groups
<b>MARRIAGE</b>	Women	X		

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<b>&amp; CIVIL PARTNERSHIP</b>				
	Men	X		
	Lesbians	X		
	Gay Men	X		
<b>PREGNANCY &amp; MATERNITY</b>	Women	X		There is some evidence to suggest that exposure to poor air quality in the early stages of pregnancy can contribute to negative birth outcomes
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	See note	X		People who identify as members of the Sikh religion in Scotland have the highest level of access to two or more cars or vans, with members of the Hindu religion having the lowest level of such access.

\* 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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## Summary of Protected Characteristics Most Impacted

Positive impacts for all groups from cleaner air, with particular benefits for people with prior respiratory conditions.

## Summary of Socio Economic Impacts

It is acknowledged that implementation of the LEZ must not lead to bus services being cut or fares raised in order to accommodate its requirements. Glasgow is a city with traditionally low car ownership and therefore has a reliance for income-deprived households on local bus services. The mitigation action for this has been identified in terms of the availability of national funding for a bus retrofit programme and the phased introduction of fleet improvements for bus operators coming in to the Glasgow LEZ. It should ensure that a cleaner bus fleet benefits Glaswegians, whilst not imposing unreasonable demands on operators.

## Summary of Human Rights Impacts

Action to improve air quality will protect the fundamental human right to good health and in particular promote Sustainable Development Goals 3 and 11.

## 4. OUTCOMES, ACTION & PUBLIC REPORTING

<b>Screening Outcome</b>	<b>Yes /No Or / Not At This Stage</b>
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?	Not at this stage

<p style="text-align: center;"><b>Actions: Next Steps</b></p> <p style="text-align: center;">(i.e. is there a strategic group that can monitor any future actions)</p>		
Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
<p>An integrated impact assessment is being commissioned to look at all aspects of the second phase of the LEZ, which will extend to all vehicle types.</p>	<p>Duncan Booker</p>	

**Public Reporting**

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All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](#) 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 (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](#)

### Fairer Scotland Duty

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

### 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.