

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

To present the report of the Climate Emergency Working Group.

b) Reason for Change in Policy or Policy Development

To make recommendations on local action to address climate change.

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

Key outcome: To help transition Glasgow to carbon neutrality and build a climate resilient city.

Other outcomes:

To support broader policy ambitions for a.

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

Supporting activities:

To propose a new target year for the city to become carbon neutral.

To make other recommendations for a more sustainable city.

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

Duncan Booker 16 July 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"> ➤ age ➤ 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.
UK Census data (2011)	All	Climate change has the potential to impact negatively on existing inequalities and disadvantage in Glasgow and Scotland. Glasgow shows a higher than average climate disadvantage (particularly in relation to flood events) compared with the rest of Scotland, with some of the most disadvantaged neighbourhoods situated in the east and north of the city.
Scottish Household survey data (2012)	All	
Glasgow City Council mapping of Refugee/Asylum Seekers and BME population (2015)	BME population, with particular reference to refugees and asylum seekers	
Scottish Transport Statistics (2016)	Gender, disability and age	
Scottish Index of Multiple Deprivation (2016)	All	

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Glasgow City Council population and neighbourhood data (2017)	All	There is therefore a clear need to consider the specific needs of vulnerable groups as part of the process of building more climate resilient places and communities.
<i>Understanding Glasgow</i> – The Glasgow Indicators Project - http://www.understandingglasgow.com/	All	
Ruth, M and Ibararan, M (2009) <i>Distributional Impacts of Climate Change and Disasters</i>	Gender, age and socio-economic	
Hames, D. and Vardoulakis, S. (2012) <i>Climate Change Risk Assessment for the Health Sector</i>	Gender, age and socio-economic	
Joseph Rowntree Foundation (2013) <i>Distribution of Carbon Emissions in the UK</i>	Socio-economic	
Dominey-Howes, D., Gorman-Murray, A., McKinnon, S. (2014). <i>Queering disasters: On the need to account for LGBTI experiences in natural disaster contexts</i>	LGBTI	
Scottish Government (2015) <i>Mapping Flood Disadvantage in Scotland</i>	All	
Bell, K. (2016) <i>A Gender Perspective on Environmental Justice and Public Health</i>	Gender	
Adam R. Pearson, Matthew T. Ballew, Sarah Naiman, and Jonathon P. Schuldt (2017) <i>Race, Class, Gender and Climate Change Communication</i>	BME population, gender and socio-economic	
Defra (2017) <i>UK Climate Change Risk Assessment: Evidence Report</i>	All	
ClimateJust (http://www.climatejust.org.uk/)	All	
New Earth Disability programme	This initiative aims to understand the	

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<p>https://wid.org/2015/11/13/ned/</p> <p>Glasgow Caledonian University Centre for Climate Justice https://www.gcu.ac.uk/climatejustice/</p>	<p>connections between climate change and disability and to address them</p> <p>All, with a particular focus on the global dimensions of climate change and its differential impacts</p> <p>All</p> <p>This initiative aims to understand the connections between climate change and</p>	
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	disability and to address them All, with a particular focus on the global dimensions of climate change and its differential impacts	

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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		The effects of climate change will interact with existing inequalities and power imbalances, both in Glasgow and globally, and there is therefore a strongly gendered aspect to its impacts.
	Men	X		
	Transgender	X		
RACE*	White	X		
<i>Further information on the breakdown below each of these headings, as per census, is available here. For example Asian includes Chinese, Pakistani and Indian etc</i>	Mixed or Multiple Ethnic Groups	X		Some migrant communities will have direct experience of the disruption caused by climate change in their former places of national origin.
	Asian	X		
	African	X		
	Caribbean or Black	X		
	Other Ethnic Group	X		
DISABILITY	Physical disability	X		

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<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	X		
	Mental Health	X		There is a growing body of work to show that the effects of climate change can adversely affect mental health as well as presenting additional challenges for people with prior poor mental health.
	Learning Disability	X		
LGBT	Lesbians	X		There is little research on the differential effects of climate change on the LGBT community and local work in this area will aim to improve linkages with the LGBT community.
	Gay Men	X		
	Bisexual	X		
AGE	Older People (60 +)	X		Projections show that the number of older people in Glasgow will continue to grow over the coming years. Climate change will impact as an additional stress on older people because of the prevalence of social isolation and illness or disability in older life. Extreme heat events in particular will have adverse impacts on more vulnerable members of the community.
	Younger People (16-25)	X		
	Children (0-16)	X		
MARRIAGE	Women	X		

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& CIVIL PARTNERSHIP				
	Men	X		
	Lesbians	X		
	Gay Men	X		
PREGNANCY & MATERNITY	Women	X		
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	X		Faith groups have been at the forefront of campaigns for climate justice and for a transformation of human relationships with the natural environment.

* 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 action to develop a lower carbon and more sustainable city.

Summary of Socio Economic Impacts

The working group has recommended the establishment of a local Just Transition Commission to ensure that the shift to a lower/zero carbon economy does not disadvantage the current workforce and that opportunities are maximised for local people.

Summary of Human Rights Impacts

Action to reduce carbon emissions and grow a more sustainable city will enhance human rights locally and contribute to global efforts to protect the universal rights of communities, which are increasingly under threat from climate change.

4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not At This Stage
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 – specific actions arising from the working group’s recommendations may require full impact assessments.

<p style="text-align: center;">Actions: Next Steps</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)
Not at this stage	Duncan Booker	

Public Reporting

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)

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.