

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 outline the way forward for implementing city-wide 20mph restrictions.

b) Reason for Change in Policy or Policy Development

In June 2009 the Glasgow Health Commission recommended that the introduction of 20mph zones, particularly near schools, would save young lives and reduce the seriousness of road casualties within our communities. The evidence on the benefits of 20mph speed limits has become more compelling and several cities in the UK have introduced widespread 20mph speed limits. Reference should also be made to the report by Councillor Anna Richardson, City Convener of Sustainability and Carbon Reduction and her report to the City Administration on The Climate Emergency Working Group where the introduction of 20mph speed limits is a proposed work stream “to ensure our pace of emissions reductions accelerates”.

Reduced vehicle speeds improve road safety and lead to reductions in the number and severity of casualties. There are also benefits in terms of reduced noise, reduced congestion, more potential for social interaction and encouragement of active travel.

Where widespread 20mph speed limits have been implemented, the impacts on car and bus journey times have been shown to be minimal. There has been some concern that speed reduction leads to increases in air pollution. However, there is little research evidence to confirm this. A number of studies have been conducted into the effects that 20mph limits have on air pollution. Overall, “a smoothing of driving style and cutting out of the acceleration phase from 20mph to 30mph is considered to be beneficial for emissions of harmful pollutants”. (Clean Air Bristol). As the vehicle fleet becomes cleaner over time, any marginal negative effect on air pollution will be offset.

A private members bill to replace the current 30mph default speed limit on restricted roads with a 20mph limit was introduced to the Scottish Parliament in 2018. Whilst this Bill was progressing, work on introducing further 20mph zones in Glasgow was suspended, pending the outcome. Glasgow City Council supported the Bill but it fell at Stage 1 on 13 June 2019.

In 2016, revised legislation and guidance on 20mph limits opened up the potential to introduce widespread 20mph restrictions without costly physical traffic calming.

As a result of these changes, it is now possible to introduce widespread 20mph limits on many city roads without physical traffic calming

measures. This approach has been utilised widely in the well publicised Edinburgh city-wide 20mph scheme and resulted in significant cost savings over the traditional approach of providing traffic calming.

Sign only 20mph limits may be introduced at 1/6th of the cost of traditional 20mph zones with traffic calming. These 'sign only' 20mph limits also offer opportunity for street clutter reduction and localised, flexible solutions, to speeding vehicles in residential areas. Any mandatory 20mph restriction requires the formal traffic regulation order process to be followed with the potential for objections.

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

The purpose of the 20mph zones is to ensure that vehicle users reduce their speeds to 20mph or less, and therefore improve road safety for pedestrians, cyclists and all other vehicle users. In turn, it is anticipated that this will encourage more people to walk and cycle, which would have associated health benefits.

Furthermore, a report by Department for Transport (DfT), titled, 'Relationship between Speed and Risk of Fatal Injury: Pedestrians and Car Occupants', notes the following benefits:

- If someone is hit by a car at 40 mph they are 30% likely to be killed.
- If someone is hit by a car at 30 mph they are 7% likely to be killed.
- If someone is hit by a car at 20 mph they are 1% likely to be killed.

Furthermore, Glasgow City Council's Local Transport Strategy is designed to keep Glasgow's roads moving and included within this the Council has two high level objectives which the proposed 20mph speed restriction scheme relates to. These are:-

- To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.

and

- Improve the safety and the actual and perceived security of travelling within the City by reducing accidents and enhancing the personal security of all users of the transport network.

To achieve these objectives the Council has agreed the following transport policies which are relevant to this proposal, as follows:-

- Reduce vehicles and vehicle speeds in main shopping areas and work towards reducing speeds in appropriate residential areas.

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- Focus accident reduction measures on worst sites and schools with special weighting to vulnerable users (e.g. children, cyclists, the elderly).
- Continue with a holistic approach to road safety work, integrating engineering, education, enforcement and encouragement and evaluation.

The policies stated above can be achieved by:-

- Glasgow City Council's intention to move forward and introduce a wider 20mph speed limit network throughout Glasgow based upon the policy principles set out above, subject to available funding.

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

Michael Brady October 2019

e) Assessment Verified by (signed and date)

Kevin Hamilton October 2019

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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.
Previous consultations and publications of proposals, in line with the statutory Traffic Regulation Order process required to implement mandatory 20mph zones.	There is a universal right of objection to any proposed Traffic Regulation Order.	N/A
A consultation will be carried out with relevant transport organisations and emergency services.	This is for professional road users only.	N/A

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<p>The proposals will be publicised to gain public opinion</p>	<p>This publication of proposals will be available in the media, on physical display and online to ensure it is open to all members of the public for comment and input. As above there is a universal right of objection to any proposed Traffic Regulation Order.</p>	<p>N/A</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	Improved road safety for pedestrians, cyclists and all other vehicle users. In turn, it is anticipated that this will encourage more people to walk and cycle, which would have associated health benefits. Accident reduction, especially for vulnerable users (e.g. children, cyclists, the elderly).	None	To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow. Improve the safety and the actual and perceived security of travelling within the City by reducing accidents and enhancing the personal security of all users of the transport network.
	Men	As Above	As Above	As Above
	Transgender	As Above	As Above	As Above
RACE*	White	As Above	As Above	As Above
	Further information on the breakdown	Mixed or Multiple Ethnic Groups	As Above	As Above

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<i>below each of these headings, as per census, is available here. For example Asian includes Chinese, Pakistani and Indian etc</i>	Asian	As Above	As Above	As Above
	African	As Above	As Above	As Above
	Caribbean or Black	As Above	As Above	As Above
	Other Ethnic Group	As Above	As Above	As Above
DISABILITY	Physical disability	As Above	As Above	As Above
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	As Above	As Above	As Above
	Mental Health	As Above	As Above	As Above
	Learning Disability	As Above	As Above	As Above
LGBT	Lesbians	As Above	As Above	As Above
	Gay Men	As Above	As Above	As Above
	Bisexual	As Above	As Above	As Above
AGE	Older People (60 +)	As Above	As Above	As Above
	Younger People (16-25)	As Above	As Above	As Above
	Children (0-16)	As Above	As Above	As Above
MARRIAGE & CIVIL PARTNERSHIP	Women	As Above	As Above	As Above
	Men	As Above	As Above	As Above

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	Lesbians	As Above	As Above	As Above
	Gay Men	As Above	As Above	As Above
PREGNANCY & MATERNITY	Women	As Above	As Above	As Above
RELIGION & BELIEF** A list of religions used in the census is available here .	General	As Above	As Above	As Above

*
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](#).

Summary of Protected Characteristics Most Impacted

The Disability (Physical) and Age groups would see a positive impact, as a reduction in speed to 20mph would improve road safety for all users, but especially for any vulnerable road users.

Summary of Socio Economic Impacts

To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.

Summary of Human Rights Impacts

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Improved road safety for pedestrians, cyclists and all other vehicle users. In turn, it is anticipated that this will encourage more people to walk and cycle, which would have associated health benefits.

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?	Not at this stage
Does the project, policy or strategy require to be amended to have a positive impact?	Not at this stage
Does a Full Impact Assessment need to be undertaken?	Not at this stage

<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)
<p>Submit a report to Sustainability and Environment Policy and Development Committee, for their consideration, with regard to implementing city-wide 20mph restrictions</p>	<p>Kevin Hamilton Michael Brady</p>	<p>Proposed 4 year implementation plan.</p>

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.