**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

1. **Gathering Evidence & Stakeholder Engagement**

Collect datato evidence the type of barriers people face to accessing services (research, consultations, complaintsand/or consult with equality groups)

1. **Assessment & Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

1. **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

1. **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**:

1. Name of the Policy, Project, Service Reform or Budget Option to be screened

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| Approach to allocating the Transitional Support Fund |

1. Reason for Change in Policy or Policy Development

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| The City Administration Committee (CAC) on 3 September 2020 agreed to create a Transitional Support Fund, to transfer up to £4m to this fund and to request a further report to CAC on 17 September 2020 on the allocation of the fund. This transitional support to be provided to organisations previously funded by the IGF and that unsuccessfully applied to the Glasgow Communities Fund (GCF) with funding targeted on specific priorities. |

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

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| The focus and priorities for the Transitional Support Fund (TSF) are as follows:   * provide additional support to organisations previously funded by the IGF and that unsuccessfully applied to the GCF; and * provide this to named sectors, supporting many of those most severely impacted by the pandemic and the resulting lockdown. These are: * the advice sector * violence against women organisations (VAW) * communities of interest and equalities groups * for the fund to match the length of the current GCF, subject to the Council’s budgeting process * provide some additional funding for arts organisations |

1. Name of officer completing assessment (signed and date)

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| Judith Hunter, Principal Officer (Equalities) and Ed Gilmartin, Monitoring Officer; 15.9.20 |

1. Assessment Verified by (signed and date)

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| Richard Kelly, Grants & Initiatives Manager, 15.9.20 |

# 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.

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| 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:   * 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. |
| In view of the timescales, the allocation of the TSF was based on the approach used for assessing applications to the GCF as follows:   * Revisit the unsuccessful organisations previously funded by the IGF and identify those that fall under the areas of focus above, ranking them by their assessed score under the GCF assessment; * Prioritise those organisations in relation to “supporting many of those most severely impacted by the pandemic and the resulting lockdown”; * Calculate the amounts that would be recommended to organisations on the same basis as the recommended GCF applications (thereby following the approach to fund as many organisations as possible);   More information on the assessment criteria for the GCF can be found in the report to CAC on 3 September 2020 – Item 3 [here](http://www.glasgow.gov.uk/councillorsandcommittees/agenda.asp?meetingid=16899) | This would provide support in relation to all protected characteristics, as GCF was open to all third sector orgs and they are covered by the intent to fund equalities groups.  People with protected characteristics are likely to be experiencing negative effects from the pandemic and lockdown and more vulnerable as a result.  Women are mentioned specifically in terms of supporting projects that provide Violence Against Women services. | No, consultation was carried out before the development of the Glasgow Communities Fund and is outlined in the original EQIA. |

# 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 | In providing support to women experiencing violence, this will have a positive impact.  There will also be support for women as users of financial advice centres, local community centres (especially in areas of high deprivation) disability and arts services – **NB** **this applies to all the protected characteristics below**. |  | Consideration of the most severely impacted sectors will necessary include consideration of funding outcomes that explicitly and implicitly support the Fairer Scotland duty |
|  | Men | See above – in addition, men who are victims of sexual violence can access some VAW services. |  |  |
|  | Transgender | In addition, transgender women can access VAW services. |  |  |
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| **RACE\*** | White | All ethnic groups will be positively impacted as users of financial advice centres, local community centres (especially in areas of high deprivation) disability and arts services |  |  |
| *Further information on the breakdown below each of these headings, as per census, is available* [*here.*](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=0ahUKEwij_q-kganSAhXEDsAKHZoeBgcQFggcMAA&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fprimary-set-of-harmonised-concepts-and-questions%2Fethnic-group.pdf&usg=AFQjCNFH-QwgZzHMg_lyyP4rhOqS2uZWjw)  *For example Asian includes Chinese, Pakistani and Indian etc* | Mixed or Multiple Ethnic Groups | “ |  |  |
| Asian | There is a recommendation to support a project working with the Chinese community. |  |  |
| African | “ |  |  |
| Caribbean or Black | “ |  |  |
| Other Ethnic Group |  |  |  |
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| **DISABILITY** | Physical disability | Positive impact by funding organisations that provide specific supports for disabled people with all conditions.  All disabled people will be positively impacted as users of financial advice centres, local community centres (especially in areas of high deprivation) disability and arts services |  |  |
| *A definition of disability under the Equality Act 2010 is available* [*here.*](https://www.gov.uk/definition-of-disability-under-equality-act-2010) | Sensory Impairment  (sight, hearing, ) | “ |  |  |
| Mental Health | “ |  |  |
| Learning Disability | “ |  |  |
| **LGBT** | Lesbians | All LGB people will be positively impacted as users of financial advice centres, local community centres (especially in areas of high deprivation) disability and arts services |  |  |
|  | Gay Men | “ |  |  |
|  | Bisexual | “ |  |  |
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| **AGE** | Older People (60 +) | All ages will be positively impacted as users of financial advice centres, local community centres (especially in areas of high deprivation) disability and arts services.  Older people will have positive impacts from the funding of community centres which support befriending services and help reduce social isolation. |  |  |
|  | Younger People (16-25) | Younger people will additionally be supported by local community centres that provide youth work and buddying services. |  |  |
|  | Children (0-16) | Children will be additionally supported by the additional provision of childcare services. |  |  |
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| **MARRIAGE**  **& CIVIL PARTNERSHIP** | Women | No explicit impacts identified, although access to financial advice centres may have benefits around understanding financial supports and benefits for marriage and civil partnerships |  |  |
|  | Men |  |  |  |
|  | Lesbians |  |  |  |
|  | Gay Men |  |  |  |
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| **PREGNANCY & MATERNITY** | Women | Women may benefit from financial and legal advice in centres. |  |  |
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| **RELIGION & BELIEF**\*\*  A list of religions used in the census is available [here.](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0ahUKEwi0tbauhqnSAhVkDMAKHRrOBtAQFggkMAE&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fsecondary-set-of-harmonised-concepts-and-questions%2Fnational-and-religious-identity.pdf&usg=AFQjCNEq3xYwRxcbtwe3qqtyFgstlLd1WQ&bvm=bv.148073327,d.ZGg) | See note | All religious affiliations will be positively impacted as users of financial advice centres, local community centres (especially in areas of high deprivation) disability and arts services. |  |  |

\* 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.](https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=2&ved=0ahUKEwi0tbauhqnSAhVkDMAKHRrOBtAQFggkMAE&url=https%3A%2F%2Fwww.ons.gov.uk%2Fons%2Fguide-method%2Fharmonisation%2Fsecondary-set-of-harmonised-concepts-and-questions%2Fnational-and-religious-identity.pdf&usg=AFQjCNEq3xYwRxcbtwe3qqtyFgstlLd1WQ&bvm=bv.148073327,d.ZGg)

Summary of Protected Characteristics Most Impacted

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| The main focus of the fund on financial inclusion and VAW means positive impacts for people with protected characteristics. Advice services, in the areas of the city with high levels of deprivation, support the most vulnerable groups in the community; people with protected characteristics are their service users. Violence against Women organisations provide vital services for women (including transgender women) and for men as victims of sexual violence.  Among the other equalities organisations recommended there are services for disabled young people, the Chinese Community, and the elderly and young people within deprived communities. There are also further awards recommended for childcare services that will support the most vulnerable parents.  However, the initial focus on: revisiting the unsuccessful organisations previously funded by the IGF, identifying those that fall under the areas of focus above, and ranking them by their assessed score under the GCF assessment may be limiting. While there is an obvious fairness in looking at scores, it does not guarantee that equalities organisations will be funded. For example, there is still very little funding for LGBT organisations.  A fuller review of how equalities are being addressed within the funded projects would be required in future monitoring. |

Summary of Socio Economic Impacts

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| As noted above; consideration of the most severely impacted sectors will necessary include consideration of funding outcomes that explicitly and implicitly supporting the [Fairer Scotland duty.](https://www.gov.scot/publications/fairer-scotland-duty-interim-guidance-public-bodies/)  It is anticipated that proposed funding recommendations will have a positive impact on third sector jobs, skills, local communities, social and community cohesion |

Summary of Human Rights Impacts

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| The transition fund supports the principles of the Community Empowerment Act which does not impinge negatively on Human Rights  [www.glasgow.gov.uk/councillorsandcommittees/viewSelectedDocument.asp?c=P62AFQUT2UDXDN81](http://www.glasgow.gov.uk/councillorsandcommittees/viewSelectedDocument.asp?c=P62AFQUT2UDXDN81)  (page 12) |

# OUTCOMES, ACTION & PUBLIC REPORTING

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| --- | --- |
| **Screening Outcome** | **Yes /No**  **Or /**  **Not At This Stage** |
| **Was a significant level of negative or positive impact arising from the project, policy or strategy identified?** | No significant negative impact was identified at this stage.  Positive Impacts identified and noted above |
| **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 |

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| **Actions: Next Steps**  (i.e. is there a strategic group that can monitor any future actions) | | |
| **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)** |
| Future monitoring arrangements around the TSF will ensure that a framework for the collection and retention of relevant monitoring information is consistent with building a better picture of impacts for protected characteristics | Community Fund Monitoring Team/ Transitional Fund Monitoring Team | These are as outlined in the EQIA provided as part of the report on the Glasgow Communities Fund to CAC on 3 September 2020. |

**Public Reporting**

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](https://www.glasgow.gov.uk/index.aspx?articleid=17533) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](https://www.glasgow.gov.uk/index.aspx?articleid=17533): Pgs. 11-12)

# 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](https://www.gov.uk/equality-act-2010-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](http://www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-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](https://www.gov.scot/binaries/content/documents/govscot/publications/guidance/2018/03/fairer-scotland-duty-interim-guidance-public-bodies/documents/00533417-pdf/00533417-pdf/govscot%3Adocument)

**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.