

# 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

Glasgow City Centre Transport Plan (CCTP)

b) Reason for Change in Policy or Policy Development

The Glasgow CCTP is one of three documents being prepared to update the Glasgow Transport Strategy which provides an overarching framework for transport decision-making in the city over the next decade. The purpose of the CCTP is to provide a clear framework for transport decision-making within Glasgow City Centre and create a City Centre where everyone can thrive.

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

The CCTP will help:

- Re-allocate city centre road space for active travel and green infrastructure
- Deliver improved public transport and support/encourage a shift to more sustainable modes, particularly walking, cycling and public transport;
- Improve access for the mobility impaired;
- Achieve a 30-40% reduction in peak-hour private car traffic by 2030;
- Deliver improvements for servicing (e.g. goods deliveries and waste collection) to improve the vitality of the city centre;
- Support a doubling of the city centre population to 40,000 by 2030; and
- Support City's aim to be carbon neutral by 2030.

The main outcomes of the Plan are to:

- Support the delivery of a carbon neutral city by developing transport and infrastructure networks which help deliver low-carbon travel
- Help create a more-inclusive city centre by supporting a sustainable, affordable and integrated transport system
- Help create a vibrant and successful city centre by supporting sustainable transport connectivity of the city centre for people and goods
- Help create a people-centric city centre by creating accessible, healthy, inclusive, safe and quality

The key problems, opportunities, issues and constraints that underpin these outcomes are identified and discussed in the Case for Change

document.

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

Stephen Macleod, 01/11/2022

e) Assessment Verified by (signed and date)

Steve Gray, 01/11/2022

## 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:<br><br><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.                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>The accompanying City Centre Transformation Plan (CCTP) documents contain full details of the sources of data, consultation, wider policy and studies referred to in preparing the submission. A summary of relevant sources is provided below.</b></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                   |
| Appropriate Data Sources including other research                                                                                                                                                                                                             | All protected characteristics are considered within this.                                                                                                                                                                                                                                                                                                                                                                                | The work is being directly informed by public and stakeholder engagement. Glasgow City Council undertook significant consultation during 2019-2020, as part of the development of their district, local and regional transport strategies. The findings from these consultations are being supplemented by the project team's engagement with key |

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|                                                                                                                               |                  | <p>stakeholders in 2021, in order to verify, and where appropriate, update the findings, as well as to further develop an understanding of the current situation and future opportunities in the study area. Due to the large-scale consultation already carried out by GCC for other studies, and to avoid consultation fatigue, the GCCTP consultation strategy is designed to be targeted at specific stakeholder groups.</p> <p>The data gathering is also informed by a number of additional evidence base and statistical records, as highlighted in the Case for Change report.</p> |
| <p>Group Sessions - Stakeholder Workshops and one to one discussions/engagement around core issues and potential measures</p> | <p>As above.</p> | <p>Stakeholder workshops are being held during September and December 2021. Where stakeholders are unable to attend the group sessions, alternative ways are being offered to ensure access for all. These include but are not limited to: one-to-one online and/or telephone discussions, online feedback through the GCCTP webpage, email correspondence, meetings etc.</p> <p>The stakeholder engagement provides an opportunity to update stakeholders on the project and for them to give feedback and contribute to the development of the GCC Transformation Plan.</p>              |
| <p>Website engagement</p>                                                                                                     | <p>As above.</p> | <p>GCCTP webpage has been set up and populated with the latest information related to the project to provide an opportunity for stakeholders and the members of the public to be kept up to date on the project.</p>                                                                                                                                                                                                                                                                                                                                                                       |
| <p>Consultation on the Draft CCTP Report</p>                                                                                  | <p>As above.</p> | <p>This will be an online consultation via the Glasgow City Council website to allow feedback on the CCTP. There will be a full presentation of Report Recommendations. Feedback to be</p>                                                                                                                                                                                                                                                                                                                                                                                                 |

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|  |  | recorded and amendments made to the CCTP where necessary. The public consultation is expected to be held after the March 2022 Committee meeting. |
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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<br>(it could benefit an equality group)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Negative Impact –<br>(it could disadvantage an equality group) | Socio Economic /<br>Human Rights Impacts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|--------------------------|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SEX/ GENDER              | Women                    | <p>-Enhancements to transport infrastructure and repurposing existing road space will improve public transport reliability, reduce bus journey times, and encourage a modal shift towards active and sustainable transport (walking, cycling, wheeling, bus, metro, etc). These enhancements will also help improve access to a range of services, including employment, training, education, healthcare and leisure.</p> <p>-The promotion of liveable/20-minute neighbourhoods and adoption of the sustainable transport hierarchy will have a positive impact on health and wellbeing for the majority. Those from socio-economically disadvantaged groups are more likely to walk and use public transport to travel and are likely to experience a particularly positive impact in relation to</p> | No adverse impacts identified at this stage.                   | <p>- More liveable neighbourhoods, community cohesion and reduced traffic through the sustainable travel hierarchy can make outdoor spaces and streets more attractive and reduce discrimination and harassment; help support family networks, resilience, community capacity and improve safety.</p> <p>-Improved access to public transport and active travel will help advance equality of opportunities for access to key services and markets (e.g. employment, training, education, health care, leisure etc).</p> <p>-Removing barriers to accessing transport, will help promote participation, inclusion, dignity and control over decisions</p> <p>-Positive impact of placemaking and applying sustainable travel hierarchy on increased uptake of active travel/use of public transport will have positive impact on increased physical activity, health and well-being, and reduce the prevalence of major health conditions</p> |

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|  |  | <p>accessibility, safety, and amenity as a result of reduced vehicle traffic on the roads and other placemaking enhancements. Women, transgender and BAME people may also experience a particularly positive impact due to crime reduction, as a result of improved public transport infrastructure and social cohesion.</p> <ul style="list-style-type: none"><li>-Measures to achieve sufficient distribution of EV charging points across the city centre for electric vehicles will give those who drive many more options for where they can travel, and make low carbon, private transport more accessible for all</li><li>- Improvements to public transport and promotion of a joined up, integrated system will have a positive impact on accessibility to opportunities around the city for all.</li><li>-Enforcement of bus priority measures will create dependable bus links that benefit people who are more likely to travel by this mode (BAME/women/people on low incomes).</li><li>-The potential extension of operating hours of subway in the evenings and weekends may have a differential positive</li></ul> |  |  |
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|  |  | <p>impact on people who have to travel for work at these hours, e.g. those working in hospitality.</p> <ul style="list-style-type: none"><li>- the improvements to the city centre's walking and wheeling network will improve efficiency, allowing accessibility benefits to be realised by those that are more likely to use active travel to get around.</li><li>-Demand management measures, that are focused on shifting individuals away from driving into the city centre and promote the use of sustainable modes instead (e.g. through increased parking restrictions, parking fares, fines and increased monitoring of parking violations) will help decrease congestion, and allow for more efficient public and active transport systems, mostly benefitting those groups that do not own a car and are more likely to travel by sustainable transport (low-income households/BAME/women). Reducing the level of congestion in the city centre is also likely to reduce the number of road traffic accidents, particularly benefitting vulnerable adults (as well as children).</li><li>-Reductions in parking will support Liveable</li></ul> |  |  |
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|  |             | <p>Neighbourhoods, reduce the adverse impacts of vehicles and create space for sustainable travel and placemaking projects. This will help reduce community severance and strengthen family networks in areas most affected by road traffic.</p> <p>-The promotion of active travel and physical activity will have positive impacts for everyone in the city. This will be supported by quality active travel infrastructure and outdoor amenity spaces. These can also serve as places for people to meet and interact, improving social cohesion and potentially having a positive impact on fostering inclusion, safety, security and reducing discrimination of protected groups.</p> |                                |                                                                    |
|  | Men         | As above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | No adverse impacts identified. | As above.                                                          |
|  | Transgender | <p>As above.</p> <p>In addition, general improvements in sustainable public transport and increases in the number of people utilising it are likely to make it safer and/or improve people's perception of its safety. This will particularly benefit groups who may be more likely to</p>                                                                                                                                                                                                                                                                                                                                                                                                 | No adverse impacts identified. | Reduced crime and fear of crime including hate crime; and as above |

|                                                                                                                                                                                                        |                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                             |
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|                                                                                                                                                                                                        |                                 | experience hate crime, such as BAME/transgender/LGBTQ+                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                             |
| <b>RACE*</b>                                                                                                                                                                                           | White                           | As above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | No adverse impacts identified.                                                                                                                                                   | As above                                                                                                                                                                                                                                                                                    |
| <i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i><br><br><i>For example Asian includes Chinese, Pakistani and Indian etc</i> | Mixed or Multiple Ethnic Groups | As above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | No adverse impacts identified.                                                                                                                                                   | As above                                                                                                                                                                                                                                                                                    |
|                                                                                                                                                                                                        | Asian                           | As above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | No adverse impacts identified.                                                                                                                                                   | As above                                                                                                                                                                                                                                                                                    |
|                                                                                                                                                                                                        | African                         | As above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | No adverse impacts identified.                                                                                                                                                   | As above                                                                                                                                                                                                                                                                                    |
|                                                                                                                                                                                                        | Caribbean or Black              | As above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | No adverse impacts identified.                                                                                                                                                   | As above                                                                                                                                                                                                                                                                                    |
|                                                                                                                                                                                                        | Other Ethnic Group              | As above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | No adverse impacts identified.                                                                                                                                                   | As above                                                                                                                                                                                                                                                                                    |
| <b>DISABILITY</b>                                                                                                                                                                                      | Physical disability             | <p>As above</p> <p>In addition:</p> <ul style="list-style-type: none"> <li>-People with disabilities and mobility impairments will experience a positive impact as the measures focus on ensuring appropriate mobility provision and accessibility, including improved information</li> <li>-People with mobility issues that require to travel by car may also experience disproportionate positive impact as a result of reduced road traffic.</li> <li>-Support for measures such as Mobility Hubs will make travel more efficient particularly for vulnerable individuals.</li> <li>-People with mobility issues</li> </ul> | <p>-There may be some negative impacts for care givers travelling into the city centre by private vehicle as a result of prioritisation of public transport / active travel.</p> | <p>As above, as well as positive impact of measures supporting and delivering appropriate transport provision for people with disabilities, thereby improving access to opportunities, advancing equality, reducing discrimination, promoting participation and control over decisions.</p> |

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|                                                                                                  |                                       | accessing the wheeling network may also experience a differential benefit from accessibility improvements such as dropped kerbs, which could increase independence and improve access to opportunities throughout the city centre.                              |                                |          |
| <i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i> | Sensory Impairment (sight, hearing, ) | As above.                                                                                                                                                                                                                                                       | No adverse impacts identified. | As above |
|                                                                                                  | Mental Health                         | As above.                                                                                                                                                                                                                                                       | No adverse impacts identified. | As above |
|                                                                                                  | Learning Disability                   | As above.                                                                                                                                                                                                                                                       | No adverse impacts identified. | As above |
| <b>LGBT</b>                                                                                      | Lesbians                              | As identified for Women                                                                                                                                                                                                                                         | No adverse impacts identified. | As above |
|                                                                                                  | Gay Men                               | As above.                                                                                                                                                                                                                                                       | No adverse impacts identified. | As above |
|                                                                                                  | Bisexual                              | As above.                                                                                                                                                                                                                                                       | No adverse impacts identified. | As above |
| <b>AGE</b>                                                                                       | Older People (60 +)                   | As identified for Women<br>-In addition, measures to decrease carbon emissions from transport whilst increasing sustainable transport will have particularly positive impact on the elderly (and children) who are more vulnerable to the effects of pollution. | No adverse impacts identified. | As above |
|                                                                                                  | Younger People (16-25)                | As above.<br>In addition, Scottish Government's recent proposal for free bus travel for those                                                                                                                                                                   | No adverse impacts identified. | As above |

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|                                         |                 | aged under 22 years old presents a major opportunity to encourage sustainable travel and reduce inequalities, particularly if enhanced connectivity to centres for education is supported by improved bus infrastructure.                                                                                                                                                                                                                                                                        |                                |                                                                                                     |
|                                         | Children (0-16) | <p>As above.</p> <p>In addition, managing freight transport and services will remove some significant traffic hazards, as well as reducing urban emissions. This will both, lower the risk of injury that vulnerable children (and adults) experience when congregating around roads, and create health and wellbeing impacts from a reduction in air pollution.</p> <p>-The 20-minute neighbourhoods reduce travel times for children, as well as instilling a stronger sense of community.</p> | No adverse impacts identified. | As above, as well as managed freight and servicing will help protect vulnerable children and adults |
| <b>MARRIAGE &amp; CIVIL PARTNERSHIP</b> | Women           | As identified for Women                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | No adverse impacts identified. | As above                                                                                            |
|                                         | Men             | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | No adverse impacts identified. | As above                                                                                            |
|                                         | Lesbians        | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | No adverse impacts identified. | As above                                                                                            |
|                                         | Gay Men         | As above                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | No adverse impacts identified. | As above                                                                                            |

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| <b>PREGNANCY &amp; MATERNITY</b>                                                                             | Women    | As above for Women<br>-Additionally, increased access to healthcare may allow these groups (including elderly and disabled) to more easily receive necessary care. | As identified for Women        | As above |
| <b>RELIGION &amp; BELIEF**</b><br>A list of religions used in the census is available <a href="#">here</a> . | See note | As above.                                                                                                                                                          | No adverse impacts identified. | 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

All protected characteristics are likely to be impacted by the GCCTP, including women, transgender, ethnic minorities, disabled, mobility impaired, elderly and children. Those on low income and from deprived areas are also likely to be impacted. The impacts, arising from the support and/or implementation of new GCCTP measures are predicted to be positive.

Completion of EQIA and ongoing monitoring of schemes after the delivery stage will be important to ensure any adverse impacts are identified and mitigation put in place.

## Summary of Socio Economic Impacts

The proposed GCCTP measures include: re-purposed road space in favour of pedestrians, cyclists and public transport, reduced vehicle traffic on the roads, placemaking enhancements, improved and integrated transport options, better connected places and neighbourhoods, improved streets environments (e.g. seating, lighting, freight and servicing management etc), promotion and provision of low carbon facilities and infrastructure, improved pedestrian and cycling infrastructure, reduced parking, better managed servicing and freight movements, and many more. These all will have positive impacts on all protected characteristics and will help create more liveable neighbourhoods, better amenity spaces, and safer outdoor and play areas. They will also help improve access to public transport and active travel, and to key services and markets; remove barriers to accessing transport and improve transport choice for all. The increased uptake of active travel and public transport will lead to more physical activity, support health and well-being, and help reduce the prevalence of major health conditions.

## Summary of Human Rights Impacts

The proposed GCCTP measures will help increase opportunities for access to key services and markets for all (e.g. employment, training, education, health care, leisure etc), and thus promote participation, inclusion, dignity and control over decisions. They will also help reduce community severance, strengthen family networks in areas most affected by road traffic, reduce discrimination, harassment, crime and fear of crime (including hate crime), support resilience and community capacity.

## 4. OUTCOMES, ACTION & PUBLIC REPORTING

| <b>Screening Outcome</b>                                                                            | <b>Yes /No<br/>Or /<br/>Not At This Stage</b> |
|-----------------------------------------------------------------------------------------------------|-----------------------------------------------|
| 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                             |



### Actions: Next Steps

(i.e. is there a strategic group that can monitor any future actions)

| Further Action Required/<br>Action To Be Undertaken | Lead Officer and/or<br>Lead Strategic Group | Timescale for Resolution of Negative Impact (s) / Delivery of Positive<br>Impact (s) |
|-----------------------------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------|
|                                                     |                                             |                                                                                      |

### 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.