

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

City Development Plan 2

b) Reason for Change in Policy or Policy Development

This EQIA relates to the City Development Plan 2 (CDP2).

The current City Development Plan was adopted in 2017. Ensuring an up-to-date development plan facilitates efficient and effective determination of planning application, in line with Council policy. The planning system in Scotland is plan-led. It is a statutory requirement for planning authorities to prepare a Local Development Plan (LDP). Decisions on planning applications are to be made in accordance with the development plan, unless there are material considerations that indicate otherwise (Town and Country Planning (Scotland) Act 1997, as Amended by the Planning (Scotland) Act 2019). LDPs must be prepared no more than 10 years apart. CDP2 is due to be adopted in 2027.

CDP2 is currently in the evidence report preparation and early engagement stage. As such this is the first draft of the Equalities Impact Assessment for CDP2 and it will be added to as CDP2 is developed. At this stage early engagement has been undertaken and data gathered from a range of sources, however no policy has been produced.

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

CDP2, once adopted in 2027, will set out how place will change in the future, including where development should and shouldn't happen. CDP2 will also show where new homes and workplaces will be built, how services and facilities such as schools and travel will be provided and identify the places and buildings of value and that need to be protected. CDP2 will set out how land is to be used or developed in Glasgow. The Plan will be an equally important tool for communities and landowners, including the Council, that will shape the city's development into the late 2020s and beyond. Decisions on planning applications are to be made in accordance with the development plan, unless there are material considerations that indicate otherwise.

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

Rebecca Hill, 22 March 2024

e) Assessment Verified by (signed and date)

Alison Laurence, 22 March 2024

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.
<p>Early Engagement. The following activities have taken place with equalities groups:</p> <ul style="list-style-type: none"> • An equality groups workshop was held by the Development Plan Team for a range of groups and organisation representing various protected characteristics to attend. • Public drop in events were held across the city where people were given the opportunity to ask questions and fill out a survey about how they experience their local area. • An online place standard tool survey was used to gain the views of the general public about their local neighbourhood. The survey 	All	<p>The activities noted have allowed participants to explain their lived experience in the city using the Place Standard approach/themes. The findings have been used in producing the Evidence Report, in particular the Place Reports to identify change desired across the city and in the Housing report to meet legislative requirements to understand the housing needs of certain groups.</p> <p>Full details can be seen in the CDP2 Evidence Report - Report of Engagement.</p>

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<p>allows people to think about physical elements of place as well as the social aspects. The tool highlights the assets of a place as well as what could be improved in the area.</p> <ul style="list-style-type: none"> • We held a session with service users of Glenwood Day Care Unit and Junction 52, and completed the questionnaire with them to understand how they experience their local neighbourhoods. • We held sessions with University students to understand how they experience their local area. • International Day of the Girl Session. Workshop held with girls from secondary schools across Glasgow. <p>Ongoing activities are taking place with equalities groups.</p>		
<p>Evidence Report. A range of data has been gathered and compiled to form parts of the Evidence Report.</p>	<p>Age, disability, race/ethnicity</p>	<p>In particular:</p> <ul style="list-style-type: none"> • the Housing report compiles information on housing relating to young people in Further/Higher education, older people, people with disabilities and Gypsy/Travellers. • The Business and Industry report provides a range of data for example on gender.

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.

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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	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their gender identity.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Men	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their gender identity.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Transgender	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their gender identity.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
RACE*	White	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their race and/or ethnicity.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
<i>Further information on the breakdown</i>	Mixed or Multiple Ethnic Groups	The intention of CDP2 is to set out a plan for	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-

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<p><i>below each of these headings, as per census, is available here.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p>		development in the city which will benefit all citizens across the city, regardless of their race and/or ethnicity.		term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Asian	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their race and/or ethnicity.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	African	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their race and/or ethnicity.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Caribbean or Black	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their race and/or ethnicity.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Other Ethnic Group	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city,	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all

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		regardless of their race and/or ethnicity.		equalities group. Further information will be provided when policies are developed.
DISABILITY	Physical disability	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their disability.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their disability.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Mental Health	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their mental health.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Learning Disability	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their disability.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are

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				developed.
LGBT	Lesbians	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their sexual orientation.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Gay Men	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their sexual orientation.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Bisexual	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their sexual orientation.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
AGE	Older People (60 +)	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their age.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.

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	Younger People (16-25)	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their age.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Children (0-16)	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their age.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
MARRIAGE & CIVIL PARTNERSHIP	Women	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their marital or partnership status.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Men	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their marital or partnership status.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Lesbians	The intention of CDP2 is to set out a plan for	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-

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		development in the city which will benefit all citizens across the city, regardless of their marital or partnership status.		term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
	Gay Men	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their marital or partnership status.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
PREGNANCY & MATERNITY	Women	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, including for those that are pregnant or parenting.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	The intention of CDP2 is to set out a plan for development in the city which will benefit all citizens across the city, regardless of their religion or beliefs.	No negative impacts have been identified at this stage.	The planning system is required to develop land and buildings in the long-term public interest. The intention is that CDP2 will set out a development plan in the long-term interest of all equalities group. Further information will be provided when policies are developed.

*
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

To be completed when CDP2 has been produced.

Summary of Socio Economic Impacts

To be completed when CDP2 has been produced.

Summary of Human Rights Impacts

To be completed when CDP2 has been produced.

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?	Yes

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)
Equalities Impact Assessment to be undertaken in producing City Development Plan 2	NRS Planning, City Development Plan Team	During preparation of the Proposed Plan, anticipated for publication in 2026.

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.