

# 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 Deal Clyde Collegelands Calton Barras; Meat Market Wellpark Link Project

b) Reason for Change in Policy or Policy Development

Delivery of approved City Deal investment programme.

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

GCC has secured City Deal Funding to undertake a programme of active travel and public realm enhancements that will improve place quality and connectivity from Meat Market to Collegelands. The works to be undertaken by the Council will complement the investments within and around Meat Market and Collegelands:

The project creates an improved pedestrian, and cycling where practicable, link from Meat Market site to City Centre and will continue an active travel route that forms part of the new Linear Park in the Meat Market site. This route is to provide an alternative, quieter route from the planned Duke Street Block S project. The project also includes a new pedestrian crossing across Bellgrove Street from the train station to the Meat Market Shed entrance.

**Evidence of Need:**

The consultation (2018) on the Meat Market Masterplan identified a need for better connectivity to the city centre. This route will continue an active travel route that will form part of the new linear park providing a new connection through the masterplan site from Bellgrove train station to Melbourne Street. It will also include a new pedestrian crossing from the station across to the Meat Market Shed entrance.

**Economic Impact:**

1. Previous studies have demonstrated a strong positive association between the quality of public realm, dwell time, retail spend and occupancy rates.

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

Brian Coyle (June 2023)

e) Assessment Verified by (signed and date)

Gerry O'Donnell (June 2023)

## 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.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <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>	<p>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>
<p>The following documents were also considered during design development:</p> <p><b>Inclusive Design in Town Centres and Busy Street Areas, Transport Scotland</b></p> <p><a href="https://www.transport.gov.scot/media/49479/sct12207892282.pdf">https://www.transport.gov.scot/media/49479/sct12207892282.pdf</a></p> <p><b>Designing Streets: A Policy Statement for Scotland, Scottish Government</b></p> <p><a href="https://www.gov.scot/publications/designing-">https://www.gov.scot/publications/designing-</a></p>	<p>All</p>	

<p><a href="http://streets-policy-statement-scotland/">streets-policy-statement-scotland/</a></p> <p><b>National Road Development Guide, SCOTS</b></p> <p><a href="http://www.scotsnet.org.uk/phone/national-roads-development-guide.html">http://www.scotsnet.org.uk/phone/national-roads-development-guide.html</a></p> <p><b>Highway Risk and Liability Claims, UK Roads Board</b></p> <p><a href="https://silo.tips/download/highway-risk-and-liability-claims">https://silo.tips/download/highway-risk-and-liability-claims</a></p> <p><b>Guidance on the Use of Tactile Paving Surfaces, DETR</b></p> <p><a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/918353/tactile-paving-surfaces.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/918353/tactile-paving-surfaces.pdf</a></p> <p><b>Inclusion by Design, CABE (2008)</b></p> <p><a href="https://www.designcouncil.org.uk/sites/default/files/asset/document/inclusion-by-design.pdf">https://www.designcouncil.org.uk/sites/default/files/asset/document/inclusion-by-design.pdf</a></p> <p><b>Cycling By Design (2021), Transport Scotland</b></p> <p><a href="https://www.transport.gov.scot/media/50323/cycling-by-design-update-2019-final-document-15-september-2021-1.pdf">https://www.transport.gov.scot/media/50323/cycling-by-design-update-2019-final-document-15-september-2021-1.pdf</a></p> <p><b>Cycle Infrastructure Design (LTN 1/20), Department of Transport</b></p> <p><a href="https://www.gov.uk/government/publications/cy">https://www.gov.uk/government/publications/cy</a></p>		
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<p><a href="#">cle-infrastructure-design-ltn-120</a></p> <p><b>New cycle infrastructure on London's Streets- Summary Report of on-street trials, TFL</b></p> <p><a href="http://content.tfl.gov.uk/new-cycle-infrastructure-monitoring-report.pdf">http://content.tfl.gov.uk/new-cycle-infrastructure-monitoring-report.pdf</a></p> <p><b>Bus Stop Bypasses – Surveys of pedestrians and cyclists, TRL</b></p> <p><a href="https://trl.co.uk/uploads/trl/documents/PPR855-%20-%20Bus%20Stop%20Bypasses%20-%20Surveys%20of%20Pedestrians%20and%20Cyclists.pdf">https://trl.co.uk/uploads/trl/documents/PPR855-%20-%20Bus%20Stop%20Bypasses%20-%20Surveys%20of%20Pedestrians%20and%20Cyclists.pdf</a></p>		
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### 3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER	Women	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all sexes by improving the quality of the streetscape.	N/A	<p>The proposed works will support the wider Collegelands Calton Barras area ensuring that it plays an important economic and social role for the communities that it serves.</p> <p>Consideration has been given to the potential impact on ‘Civil and Political’ rights and ‘Economic, social and cultural’ rights. No adverse impacts have been identified. The proposed works should have a positive impact on standard of living, standard of physical and mental health and the right to participate in cultural life.</p>
	Men	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all sexes by improving the quality of the streetscape.	N/A	

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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
	Transgender	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all sexes by improving the quality of the streetscape.	N/A	
<b>RACE*</b>	White	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all races by improving the quality of the streetscape.	N/A	<p>The proposed works will support the wider Collegelands Calton Barras area ensuring that it plays an important economic and social role for the communities that it serves.</p> <p>Consideration has been given to the potential impact on ‘Civil and Political’ rights and ‘Economic, social and cultural’ rights. No adverse impacts have been identified. The proposed works should have a positive impact on standard of living, standard of physical and mental health and the right to participate in cultural life.</p>
<i>Further information on the breakdown below each of these headings, as per census, is available <a href="#">here</a>.</i>	Mixed or Multiple Ethnic Groups	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive	N/A	

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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
<i>For example Asian includes Chinese, Pakistani and Indian etc</i>		impact on people of all races by improving the quality of the streetscape.		
	Asian	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all races by improving the quality of the streetscape.	N/A	
	African	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all races by improving the quality of the streetscape.	N/A	
	Caribbean or Black	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all races by improving the	N/A	

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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
	Other Ethnic Group	<p>quality of the streetscape.</p> <p>Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all races by improving the quality of the streetscape.</p>	N/A	
<b>DISABILITY</b>	Physical disability	<p>A major obstacle to maintaining continuity of accessibility in the travel chain is an inaccessible pedestrian environment.</p> <p><a href="https://www.who.int/disabilities/world_report/2011/report.pdf">https://www.who.int/disabilities/world_report/2011/report.pdf</a></p> <p>Improvements to public realm will have a positive impact on people with a physical disability by:</p> <p>Introduction of additional controlled and uncontrolled crossings</p>	<p>Design features intended to aid individuals with one type of disability may negatively impact those with another. For example, tactile paving to assist those with visual impairment can be a trip hazard, become slippery when wet, and cause discomfort for those with arthritis.</p>	<p>The proposed works will support the wider Collegelands Calton Barras area ensuring that it plays an important economic and social role for the communities that it serves.</p> <p>Consideration has been given to the potential impact on ‘Civil and Political’ rights and ‘Economic, social and cultural’ rights. No adverse impacts have been identified. The proposed works should have a positive impact on standard of living, standard of physical and mental health and the right to participate in cultural life.</p>

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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
		<p>to make it easier to cross the road.</p> <p>Resurfacing of footways to provide a level surface that is less likely to represent a trip hazard.</p>		
<p><i>A definition of disability under the Equality Act 2010 is available <a href="#">here</a>.</i></p>	<p>Sensory Impairment (sight, hearing, )</p>	<p>Improvements to public realm will have a positive impact on people with a sensory impairment by:</p> <p>Introduction of additional controlled and uncontrolled crossings to make it easier to cross the road.</p> <p>Resurfacing of footways to provide a level surface that is less likely to represent a trip hazard.</p> <p>Rationalisation of street furniture/signage to reduce street clutter.</p>	<p>New street designs may be initially confusing for those with visual impairments who are used to the existing layout.</p>	
	<p>Mental Health</p>	<p>The refurbishment of existing walking routes will encourage active</p>	<p>N/A</p>	

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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
		<p>travel. Research has shown that increased physical activity can have a positive impact on mental health.</p> <p><a href="https://www.sustrans.org.uk/media/4464/4464.pdf">https://www.sustrans.org.uk/media/4464/4464.pdf</a></p>		
	Learning Disability	<p>A less cluttered, more clearly defined public realm with a focus on pedestrians instead of vehicles is likely to create a better environment for people with learning disabilities to navigate.</p> <p>Research undertaken by Living Streets noted the importance of controlled crossings for those with learning disabilities.</p> <p><a href="https://www.livingstreets.org.uk/media/1794/overcoming-barriers-and-identifying-opportunities-for-everyday-walking-for-disabled-people.pdf">https://www.livingstreets.org.uk/media/1794/overcoming-barriers-and-identifying-opportunities-for-everyday-walking-for-disabled-people.pdf</a></p>	N/A	

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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
		Introduction of additional controlled and uncontrolled crossings will make it easier to cross the road.		
<b>LGBT</b>	Lesbians	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on LGBT people by improving the quality of the streetscape.	N/A	<p>The proposed works will support the wider Collegelands Calton Barras area ensuring that it plays an important economic and social role for the communities that it serves.</p> <p>Consideration has been given to the potential impact on ‘Civil and Political’ rights and ‘Economic, social and cultural’ rights. No adverse impacts have been identified. The proposed works should have a positive impact on standard of living, standard of physical and mental health and the right to participate in cultural life.</p>
	Gay Men	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on LGBT people by improving the quality of the streetscape.	N/A	
	Bisexual	Improvements to public realm in the	N/A	

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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
		Collegelands Calton Barras area are expected to have a generally positive impact on LGBT people by improving the quality of the streetscape.		
AGE	Older People (60 +)	<p>Around 40% of pedestrian deaths in Great Britain are among older people aged 60 and over. The risk of an accident crossing the road increases rapidly with age from the early 60s, very rapidly from 70 years old and substantially after the age of 79.</p> <p><a href="https://www.sustrans.org.uk/media/4464/4464.pdf">https://www.sustrans.org.uk/media/4464/4464.pdf</a></p> <p>Improvements to public realm will have a positive impact on Older People by:</p> <p>Introduction of an additional controlled and</p>	<p>The need to cross the cycle path may have more of an impact on older people particularly those experiencing reduced mobility and using mobility aids. Concerns relating to collision with cyclists and pedestrians could potentially impact more on older people, particularly those with mobility issues.</p>	<p>The proposed works will support the wider Collegelands Calton Barras area ensuring that it plays an important economic and social role for the communities that it serves.</p> <p>Consideration has been given to the potential impact on ‘Civil and Political’ rights and ‘Economic, social and cultural’ rights. No adverse impacts have been identified. The proposed works should have a positive impact on standard of living, standard of physical and mental health and the right to participate in cultural life.</p>

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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
		<p>several uncontrolled crossings to make it easier to cross the road;</p> <p>Resurfacing of footways to provide a level surface that is less likely to represent a trip hazard.</p>		
	<p>Younger People (16-25)</p>	<p>Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all ages by improving the quality of the streetscape.</p> <p>Introduction of any measures to make walking and cycling safer will have a particularly positive impact on younger people as there has been a sustained decline in car use among young adults. Driving licensing among young people peaked in</p>	<p>N/A</p>	

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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
		<p>1992/4, with 48% of 17-20 year olds and 75% of 21-29 year olds holding a driving licence. By 2014, driving licence holding had fallen to 29% of 17-20 year olds and 63% of 21-29 year olds. Between 1995-99 and 2010-14 there was a 36% drop in the number of car driver trips per person made by people aged 17-29 with a fall of 44% for men and 26% for women.</p> <p><a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/673176/young-peoples-travel-whats-changed.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/673176/young-peoples-travel-whats-changed.pdf</a></p> <p>This is evident locally- 52% of students at Gilmorehill Campus walk to University and 6.4% cycle compared to less than 10% who drive.</p> <p><a href="https://www.gla.ac.uk/medi">https://www.gla.ac.uk/medi</a></p>		



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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
		<a href="#">a/Media_673570_smxx.pdf</a>		
	<p>Children (0-16)</p>	<p>Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all ages by improving the quality of the streetscape.</p> <p>Introduction of any measures to make walking and cycling safer will have a particularly positive impact on children as the overall child pedestrian casualty rate in Scotland is currently over 2.5 times higher than the equivalent adult rate.</p> <p><a href="https://www.gcph.co.uk/publications/572_pedestrian_and_cyclist_casualty_trends_in_scotland">https://www.gcph.co.uk/publications/572_pedestrian_and_cyclist_casualty_trends_in_scotland</a></p> <p>Children who cannot</p>	<p>N/A</p>	

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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
		<p>move about safely and independently on foot and bicycle often become more dependent on their parents for mobility needs, and less physically active themselves. This, in turn, reduces opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.</p> <p><a href="https://apps.who.int/iris/bitstream/handle/10665/70913/9789241502917_eng.pdf?sequence=1&amp;isAllowed=y">https://apps.who.int/iris/bitstream/handle/10665/70913/9789241502917_eng.pdf?sequence=1&amp;isAllowed=y</a></p> <p>Evidence from the Transport and Travel in Scotland Report 2017 states that approximately half of children in Scotland (52%) walk to school as their main mode of</p>		

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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
		transport, compared to 12% of adults walking to work. When it comes to cycling, 3% of adults usually cycle to work, compared to 2.6% in 2016. 0.9% of children cycled to school, compared to 1.4% in 2016.  <a href="https://www.transport.gov.scot/media/43105/sct08183658301.pdf">https://www.transport.gov.scot/media/43105/sct08183658301.pdf</a>		
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on this protected characteristic by improving the quality of the streetscape.	N/A	The proposed works will support the wider Collegelands Calton Barras area ensuring that it plays an important economic and social role for the communities that it serves.  Consideration has been given to the potential impact on ‘Civil and Political’ rights and ‘Economic, social and cultural’ rights. No adverse impacts have been identified. The proposed works should have a positive impact on standard of living, standard of physical and mental health and the right to participate in cultural life.

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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
	Men	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on this protected characteristic by improving the quality of the streetscape.	N/A	
	Lesbians	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on this protected characteristic by improving the quality of the streetscape.	N/A	
	Gay Men	Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on this protected characteristic by improving the quality of the streetscape.	N/A	
<b>PREGNANCY &amp; MATERNITY</b>	Women	Improvements to public realm in the	N/A	The proposed works will support the wider Collegelands Calton Barras area

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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
		Collegelands Calton Barras area are expected to have a generally positive impact on pregnant women by improving the quality of the streetscape.		<p>ensuring that it plays an important economic and social role for the communities that it serves.</p> <p>Consideration has been given to the potential impact on ‘Civil and Political’ rights and ‘Economic, social and cultural’ rights. No adverse impacts have been identified. The proposed works should have a positive impact on standard of living, standard of physical and mental health and the right to participate in cultural life.</p>
<p><b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a>.</p>	<p>See note</p>	<p>Improvements to public realm in the Collegelands Calton Barras area are expected to have a generally positive impact on people of all religious beliefs by improving the quality of the streetscape.</p>	<p>N/A</p>	<p>The proposed works will support the wider Collegelands Calton Barras area ensuring that it plays an important economic and social role for the communities that it serves.</p> <p>Consideration has been given to the potential impact on ‘Civil and Political’ rights and ‘Economic, social and cultural’ rights. No adverse impacts have been identified. The proposed works should have a positive impact on standard of living, standard of physical and mental health and the right to participate in cultural life.</p>

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\* 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

The proposed works will have the greatest impact on disabled people. A number of positive impacts will be delivered including the resurfacing of footways to provide a level surface that is less likely to represent a trip hazard, the introduction of an additional controlled crossing and several uncontrolled crossings to make it easier to cross the road, the reduction of street clutter and widening of footways to improve walking routes. The main negative impact relates to the potential risk of conflict between vehicles and vulnerable pedestrians including older people and people with physical disabilities or sensory impairment. These risks will be mitigated by incorporating appropriate design features as outlined in current guidance. Detailed design will seek to balance the competing needs of different street users e.g. those with physical disabilities and those with visual impairment. Detailed design will be informed by best practice and examples of successful implementation of similar initiatives.

## Summary of Socio Economic Impacts

The proposed works will support the vibrancy and vitality of the Collegelands Calton Barras area ensuring that it continues to play an important economic and social role for the communities that it serves.

## Summary of Human Rights Impacts

The project does not restrict the 3 key strands of Human Rights. Consideration has also been given to the potential impact on 'Civil and Political' rights and 'Economic, social and cultural' rights. No adverse impacts have been identified. The proposed works should have a positive impact on standard of living, standard of physical and mental health and the right to participate in cultural life.

## 4. OUTCOMES, ACTION & PUBLIC REPORTING

<b>Screening Outcome</b>	<b>Yes /No Or / Not At This Stage</b>
<b>Was a significant level of negative impact arising from the project, policy or strategy identified?</b>	No
<b>Does the project, policy or strategy require to be amended to have a positive impact?</b>	No
<b>Does a Full Impact Assessment need to be undertaken?</b>	No



<p style="text-align: center;"><b>Actions: Next Steps</b></p> <p style="text-align: center;">(i.e. is there a strategic group that can monitor any future actions)</p>		
Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
<p>Inclusive design to be considered during detailed design stage. Design to be informed by best practice and in line with current guidance.</p>	<p>Brian Coyle</p>	<p>Detailed/Technical design.</p>

**Public Reporting**

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](#) once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See [EQIA Guidance](#): Pgs. 11-12)

## 5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

**Legislation****Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012**

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

**Fairer Scotland Duty**

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

**Enforcement**

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.