



Glasgow Avenues Plus - Block S

Integrated Public Realm (EIIPR)

Equalities Impact Assessment - Duke Street & John Knox Street

40155-IFL-DU-SH-C-004_EqIA

EQUALITY IMPACT ASSESSMENT (EqIA)

Introduction to the EqIA process

The EqIA looks 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**
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 publicly 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

EIIPR (Glasgow Avenues Plus) Block S Design - Duke Street and John Knox Street

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

The announcement of up to £21.4million in funding from Sustrans (with support from Transport Scotland) will deliver the creation of the Avenues Plus project – one which will see the existing £115million Glasgow City Region City Deal Avenues programme in Glasgow city centre extended to connect the area to surrounding neighbourhoods. The Avenues Programme consist of approximately 17 “Core Avenues” in Glasgow city centre to be delivered over the period to 2027/28.

Over a five-year period, the Avenue Plus project (Block S) will see the development of a series of high-quality walking and cycling links with communities on the fringes of the city centre, featuring cycling storage hubs and programmes to encourage the use of these links, with the aim of delivering bringing health, social and environmental benefits to these communities and the wider city. The Avenues Plus project is the response to the recommendation of the Connectivity Commission that the Avenues programme - which itself aims to help create a city centre that is more liveable, sustainable and connected.

The Avenues programme and the Avenues Plus project contribute towards the objectives of a number of strategies, including the [Glasgow City Council Strategic Plan 2017 to 2022](#), specifically by contributing to the delivery of two of the five strategic themes of the City Council’s Strategic Plan:

1. **Economic Growth theme** is supported by the Avenues Plus project by delivering a programme of strategic public realm investment aiming to increase footfall, dwell time and area attractiveness for residents, businesses and visitors alike. In particular, investment in public realm is proven to enhance sense of place, to attract investors in the face of international and domestic competition. Investing in Glasgow’s public realm is critical for sustainable and inclusive economic growth.
2. **A Sustainable City theme** is supported by the Avenues Plus and Avenues Programme on more than one level. The Avenues Plus will have a positive impact in terms of carbon reduction by improving the overall connectivity of the city centre, delivering green infrastructure, rebalancing the carriageway space to promote active travel, vehicular traffic reduction and introducing climate mitigation measures such as introduction of trees and rain gardens for surface water management

The City Development Plan is the statutory Local Development Plan for Glasgow. The key aims of the CDP are:

- Creating and maintaining a high quality, healthy place
- Developing a compact city form that supports sustainable development

The design of the Avenues in Block S will fully reflect the place making aspirations of the CDP, through context-based solutions of high architectural and design value.

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION

b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option (*Continued*)

The project addresses Sustrans Strategy 2017-2022 which states that the aim of the organisation is to “work in challenging urban spaces, to join up communities and provide safe and convenient routes to school, work, or the shops [and] use our skills in route assessment, collaborative design and construction.”

The Avenues Plus project is part of a wider Avenues programme which sets out to meet the following objectives, providing multiple benefits for residents and visitors to the city centre. The Avenues Plus project will:

- Objective 1: achieve modal shift towards walking and cycling (in pursuit of the CAPS vision)
- Objective 2: provide safer, convenient, seamless and segregated routes to and from the city centre, enhancing the local area for the benefit of the pedestrians, people cycling and inclusive design for people with mobility impairment;
- Objective 3: connect to and through many major short trip generators (University of Strathclyde, Glasgow Caledonian University, the City of Glasgow College, the retail core, and key employment centre) to facilitate local journeys to be undertaken on foot, cycle, bus and rail;
- Objective 4: improve accessibility for all (including an inclusive design process supported by external partners)
- Objective 5: improve the quality of the urban realm and integrate green infrastructure (the ‘Avenues’ programme is so-called partly because of its emphasis on introducing new street trees, as well as other planting to enable more sustainable drainage);
- Objective 6: endeavor to meet the needs and aspirations of communities beyond the city centre

Glasgow Avenues Plus (Block S) Design and Implementation is focused on the following city centre streets that provide direct connections into the city centre:

- **South Portland Street** (Carlton Place to Norfolk Street)
- **Cowcaddens Road** (Cambridge Street to North Hanover Street)
- **Dobbie’s Loan** (North Hanover Street to Canal Street)
- **Duke Street** (High Street to Bellgrove Street) and **John Knox Street** (Castle Street to Duke Street)

The Avenues have been split into 3 group and assessed accordingly.

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION

b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option (*Continued*)

The Equality Impact Assessment Screening process identified a number of common criteria which apply to the protected characteristic groups as identified by The Equality Act 2010. These criteria are Safety, Road Safety, Accessibility and Connectivity and will be used throughout the following assessment process.

For the purposes of this Equality Impact Assessment, the above objectives / outcomes will be considered in terms of impact on those with Protected Characteristics, socio-economic impacts and any impact on human rights. We will look at and highlight where the project has positive impacts on groups, and we will identify where there may be negative impacts and how these have been mitigated.

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

Ironside Farrar Ltd (Donald McGregor), for Glasgow City Council DRS (TBC)

d) Assessment Verified by (signed and date)

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"> • disability, • race and/or ethnicity, • religion or belief (including lack of belief), • gender, • gender reassignment, • sexual orientation, • marriage and civil partnership, • pregnancy and maternity, 	<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 style="text-align: center;">Avenue: Duke Street (High Street to Bellgrove Street) and John Knox Street (Castle Street to Duke Street)</p>
<p>Previous Consultations / Reports The outputs of the other Avenue Blocks consultation events and associated consultations were referenced from the following reports:</p> <ul style="list-style-type: none"> • Glasgow Avenues Enabling Infrastructure Integrated Public Realm (2016) • Glasgow City Centre District Regeneration Frameworks Community Engagement Report (2018) • (Y)our Commonplace online engagement (2017) • (Y)our City Centre Baseline Engagement (2020) • St Enoch Stakeholder Event (March 2021) 	<p>All</p>	<p>An extensive public consultation was undertaken for the development of the Glasgow City Centre District Regeneration Frameworks, including a Commonplace survey. The Avenues projects have developed, in response to this consultation and other strategic projects.</p> <p>A summary of the issues:</p> <ul style="list-style-type: none"> • Make the districts pedestrian friendly places • Provide quality greenspaces and improve / repair existing assets • Improve the public realm for pedestrians / cyclists • A lack of sufficient cycling infrastructure • Car dominance within the districts distracts • Lack of active frontages / poor maintenance make places feel unsafe

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<p><i>Continued</i></p> <ul style="list-style-type: none"> • The Avenues Plus project has been ongoing for a number of years, and has included extensive stakeholder and community consultation. Lessons learned from the design and development of the other Avenue Blocks have informed the development of Block S - disseminated by Design Team Meetings and Partner engagement. • Glasgow City Centre Design Guide consultation 	<p>All</p> <p>All</p>	<p style="text-align: center;">Duke Street and John Knox Street</p> <p>Early engagement with disability groups is key. Demonstrating that past engagements are build upon. Raising awareness is important. Ensure that stakeholders are advised of any changes to the designs.</p>
<ul style="list-style-type: none"> • An Inclusive Design Working Group was established in March 2018 for the Avenues project to act as a working group for issues related to inclusive design. Included: <ul style="list-style-type: none"> * Glasgow Disability Alliance (LGBT, BAME and organisations representing the elderly are part of the membership) * Guide Dogs Scotland * RNIB Scotland, * Glasgow City Council Centre for Sensory Impaired People * Glasgow Access Panel * Euan's Guide 	<p>Older People and Disabled people</p>	<p>Continuous engagement and consultation should continue with groups representing disabled people and others to ensure the design of the development meets DDA requirements.</p> <p>An Accessible and Inclusive Design Forum was set up in 2022 by GCC to review design and accessibility issues, for all Avenue Blocks. This Forum will be the focus of discussion of issues / design implementation for the Avenues Plus.</p>
<p>The following assessments have been undertaken by GCC and partners since 2016:</p> <ul style="list-style-type: none"> • Public Life Surveys • ISM Workshop (Individual-Social-Material) • Place Standard Assessment • Accessibility Audits 	<p>All</p>	<p>Surveys undertaken for Duke Street and John Knox Street.</p>

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Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics <ul style="list-style-type: none"> Disability, race and/or ethnicity etc. 	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>Community Profiling / Demographics* Glasgow City Population: 633,120 people</p> <ul style="list-style-type: none"> 111,598 (17.6%) children aged 0-17 436,358 (68.9%) adults aged 18-64 85,164 (13.5%) older people aged 65 and over (2019 National Records of Scotland) <p>88.5% of Glasgow’s population has a White ethnic background and 11.5% has a Black or Minority Ethnic (BME) 88.5% background. By comparison, Scotland’s overall population is 96.0% White and 4.0% BME.</p> <p>The ethnic profile of Glasgow’s population is very different from that of Scotland overall with Glasgow City having a % of BME people (11.5%) almost three times that of Scotland (4.0%). There are differences in the ethnic profile of the population with a BME population in North East (7.0%), North West (12.5%) Glasgow City (11.5%) South (14.2%).</p> <p>With regards to faith: 20.9% have a Roman Catholic faith (Scotland 13.6%) and 8.8% have a Muslim faith (Scotland 1.8%).</p> <p>The overall population of Glasgow is expected to grow by 2.4% between 2021 and 2031. By age group, the 0-17 years population is forecast to decrease by 4.0%; the 18-64 years population is expected to increase by only 0.2% and the 65+ population is expected to increase by 21.8%, over this 10 year period.</p>	<p>Age, Gender, Ethnicity, religion or belief</p> <p>(Source*: Glasgow City Health & Social Care Partnership Demographics Profile June 2021)</p>	<p style="text-align: center;">Duke Street and John Knox Street</p> <p>Gender – There are equal numbers of males and females in the Denniston / Calton areas.</p> <p>Age – There are more adults in the Dennistoun area (85.6% of residents in the area are in the 16-64 age range compared to 68.9% of the population of Glasgow). There are more adults in the Calton area (84.8% of residents in the area are in the 16-64 age range compared to 68.9% of the population of Glasgow). There are fewer children in the Dennistoun area (14.4% in the 0-15 age range compared to 17.6% of the Glasgow population). There are fewer children in the Calton area (15.2% in the 0-15 age range compared to 17.6% of the Glasgow population).</p> <p>Ethnicity – 74.4% of the resident population in the Dennistoun area are White Scottish / British compared to 85.8% of the city population. Of the other groups, 7.9 are of African origin and 5.4% are from “other white” origins. 81.6% of the resident population in the Calton area are White Scottish / British. Of the other groups, 6.9 are from “other white” origins and 3.2% are of African origin .</p> <p>Student population – 3.9% of households in Dennistoun have full time students. 4.1% of households in Calton have full time students.</p> <p>(Source: Ward Factsheets 2017 Ward 9 & 22 Calton / Dennistoun)</p>

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Scottish Index of Multiple Deprivation 2020	All	The Duke Street and John Knox Street Avenues run adjacent to the City Centre East (part) and the Dennistoun (part) SIMD, which are in the bottom 5% of most deprived percentiles in Scotland. Mainly due to the low income, low employment, poor health, education, crime and poor housing. The east end of Duke Street Avenue is in the Gallowgate North and Bellgrove SIMD which is in the bottom 20% of most deprived percentiles in Scotland.
Black & Minority Ethnic Health & Wellbeing Study in Glasgow, NHS Greater Glasgow & Clyde (2016).	BAME	People from the Pakistani group are the least likely to meet recommended physical activity levels (27% compared to a national average of 38%)
The Travel Trends 2017 data from the Office for National Statistics (ONS)	All	787,000 international visitors to Glasgow (2017)
Understanding Glasgow – The Glasgow Indicators Project	All	<p>Glasgow has the largest traffic volume of Scotland's local authorities.</p> <p>41% of Glaswegians commute to work by car (as driver or passenger), 30% by public transport (by bus, train or underground) and 27% walk or cycle.</p> <p>Only a small proportion of people cycle to work (1.6% - Census, 2011). However, trips into and out of the city centre by bike have increased by 110% since 2009 [rising 12% annually on average], while pedestrian trips into the city centre have increased by 19% [2% annually] (Cordon Count Survey, 2018)</p> <p>There has been a 111% increase in cycle trips into and out of the city over the period 2009 to 2018. In 2018, the cordon survey counted 11,000 trips into and out of the city per day by bicycle. This figure represents a 22% increase in the number of cycle trips compared to the previous year.</p>

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<p>Research</p> <p>Centre for research on families and relationships – Your space or mine? : the role of public space in the lives of young people</p> <p>Age UK - Age Friendly Places - Making our community a great place to grow older</p> <p>RTPI - Dementia and Town Planning Creating better environments for people living with dementia</p> <p>Living Streets - Overcoming barriers and identifying opportunities for everyday walking for disabled people</p> <p>Scottish Government : Scottish Crime and Justice Survey 2014 - 15</p> <p>University of Glasgow – Fear of crime and the environment : systematic review of UK qualitative evidence</p> <p>Transport Scotland –Key reported road casualties Scotland 2016</p> <p>Scottish Government : Equality Outcomes : Disability Evidence review</p> <p>Scottish Government : Equality Outcomes : Ethnicity Evidence review</p> <p>Scottish Government : Equality Outcomes : Age Evidence review</p> <p>Scottish Government : Equality outcomes : Gender Evidence review</p>	<p>Age – young people</p> <p>Age – older people</p> <p>Age – older people</p> <p>Disability</p> <p>Gender, Age - all</p> <p>Gender, Age - all, Disability</p> <p>Gender, Age - all</p> <p>Disability</p> <p>Ethnicity</p> <p>Age</p> <p>Gender</p>	<p style="text-align: center;">Duke Street and John Knox Street</p>

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Avenue Plus (Block S) Consultations Meetings / presentations to Community Councils and other representative Community Groups.	All	<p style="text-align: center;">Duke Street and John Knox Street</p> Townhead and Ladywell, Calton and Dennistoun Community Councils were emailed during the consultation process and attended the on-street consultation event. Further engagement will be undertaken for the Stages 3-4 detailed design.
Consultation with Inclusive Design Forum, WofS Regional Equalities Council, local community groups, Housing Associations, 3No. Community Councils, faith groups to identify hard to reach groups in the local / wider area.	Disability, race and/or ethnicity, religion or belief, gender, gender reassignment, sexual orientation.	Emails circulated to stakeholders to help identify local groups / individuals in the DS&JKS area in February 2023.
Business Door-knock face to face discussions.	All	10+ Individual businesses / local organisations were visited in October 2022: 2No. bike shops, Alexandria Bike Hub, Bluevale Community Club, Reidvale Play Centre, local cafés, hairdresser, Dennistoun Library, Tennents Brewery, Cathedral, St Mungo Museum, Brewgate etc.
Follow-up contact with Individual Business / local organisations visits	Disability, age-older people, race and/or ethnicity, religion or belief	Emails / posters delivered to all faith centres in the area / Glasgow Cathedral, LGBTQ hairdressers for help with distribution to clients, multiple visits to 2No. Local bike shops, community allotments, international food shops along the main street, Chinese Community Development Partnership, Scottish Pakistani Association, Scottish Refugee Council etc.

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Duke Street and John Knox Street		
<p>Community Engagement Activities to raise awareness of the Avenues project / Duke Street and John Knox Street Concept Plan and encourage discussion were held on the 15th June 2023 in a number of locations throughout the day. The following activities took place during the day (between 8.30am and 6.30pm):</p> <ul style="list-style-type: none"> • On-street Mobile Event run by IceCream Architecture in 3 locations (in bursts from 8.30am - 6.00pm) in conjunction with a Cyclehoop bike storage event and bike marking by Police Scotland – corner of High Street / Duke Street, Glasgow Cathedral, Dennistoun Main Street. • An in-door display in Dennistoun Library foyer and a Place Making event at the library to describe / visualise the Concept Plans (by Sustrans) • Stakeholder Concept Plan meeting • Table / display in Duke Street Park • Online questionnaire consultation • YouTube / Facebook / access to the Avenue Concept plans 	<p>Age - older people, disability, gender, pregnancy and maternity.</p>	<p>Most local residents from the Dennistoun area were keen for any changes that would enhance the area's appeal, and there was a strong desire for Dennistoun to be better connected to the City Centre and West End. 54% of respondents said that they will be likely to use the cycle route regularly once it is built.</p> <p>Almost universal support for the design intent of improving the area using landscape enhancements and there was significant support for more trees and greenery sense of place and biodiversity and providing cycling / pedestrian infrastructure.</p> <p>Improving the junction crossings for pedestrians, cyclists and those with mobility difficulties are seen as an important part of the design, which will encourage more local people to travel actively to the city centre.</p> <p>The improved environment and increase in the number of people using the route will improve the perception of safety along the western part of Duke Street. The ongoing building of residential properties in the gap sites along the route will also increase the use of the streets by local people and commuters at all times of day, helping to improve the natural surveillance of the Duke Street and the adjacent connecting streets.</p> <p>Ongoing reporting to the Accessible & Inclusive Design Forum.</p> <p>Explore engagement for future behaviour change activities with students in partnership with the Cycling Officers for all HE institutions (GCU, Strathclyde Uni, Glasgow College etc.) to encourage higher levels of safer active travel journeys to and from the Universities.</p> <p>Ongoing reporting to the Accessible & Inclusive Design Forum.</p> <p>Extend engagement activities to children and young people.</p>

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An Accessible and Inclusive Design Forum was set up in 2022 by GCC to review design and accessibility issues, for all Avenue Blocks.	Older People and Disabled people	Presentation of the Draft Concept Plan was given to the Forum on 16 th August 2022. General discussion on avenues wide accessibility issues
Meeting with GCC Officer (Fiona McCulloch) about training for visually impaired people.	Disabled people and visually impaired people	Review of principles of tactile crossings in advance of the next AIDF meeting.
Accessible and Inclusive Design Forum Workshop in October 2022.	Older People and Disabled people	General discussion on avenues wide accessibility issues
The Community Profiling for DS&JKS identified the high numbers of students (both Scottish, UK and international) living / studying in and around the Duke Street area	Young people / ethnic minority groups	The cycling Officers for all HE institutions (GCU, Strathclyde Uni, Glasgow College etc.) were contacted and helped disseminate information to students via social media channels and clubs / societies.
The ongoing engagement during RIBA Stage 3 of the Duke Street and John Knox Street design process included a comprehensive consultation with various stakeholders.	All	Specific consultation activities involved meetings with the Meat Market developers, Tennents Brewery, Glasgow Royal Infirmary Active Travel Officer, and various community councils (Calton, Merchant City & Trongate, and Dennistoun). Housing associations such as Reidvale, Molendinar Park, Milnbank, and Wheatly Homes Glasgow were also engaged via information dissemination. The draft Stage 2 plans were discussed in detail and any issues raised addressed by the project team. The focus of the discussions was to ensure that the design proposals were inclusive and considerate of diverse needs.
The local community, students living in the area and commuters were consulted at a follow-up consultation, which formed part of the Cyclehoop Launch Event on 28th September 2023. The on-street event was held at the junction of High Street and Duke Street.	All	The event provided opportunity for significant engagement with the community, including students, local residents and commuters, resulting in approximately 40 in-depth conversations about the updated plans. Engagement specifics included behaviour change funding discussions with Cycling Scotland officers, partnership interests from St Paul's Youth Forum and City of Glasgow College, and discussion with a member of the Glasgow Disability

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Continued: Note: These engagements are recorded in the Stakeholder Record and Register Annex 2, ensuring transparency and accountability in addressing the needs and concerns of various community members and stakeholders.		<p style="text-align: center;">Duke Street and John Knox Street</p> <p>Alliance. A representative from Calton Community Council expressed enthusiasm for the proposed plans, and residents from Dennistoun showed interest in bike events for children.</p> <p>The event provided an opportunity for direct interaction with the public and stakeholders, including Sustrans Scotland, Glasgow Avenues Plus, Police Scotland, and Bike for Good, facilitating bike maintenance and engagement activities. Representatives from St Paul's Youth Forum and various GCC teams, including Council Members and Cycling Scotland, were present to discuss the design plans.</p>
Accessible and Inclusive Design Forum Workshop on 29th January 2024.	Older People and Disabled people	The detailed design proposals were presented to the Accessible and Inclusive Design Forum, with a site walkover taking place in April 2024 to address site specific accessibility issues.
Meeting with representatives of local businesses and developers during the RIBA Stage 4 process.	Employees / commuters and new residents in the area (of all ages, abilities and ethnicities)	Stage 4 has included ongoing dialogue with Tennents Brewery concerning access arrangements and potential impacts on their operations, and with stakeholders regarding the Meat Market site to align with construction with the Avenues proposals along Duke Street.
In addition, discussions were planned with Hub West to coordinate refurbishment works at 246 Duke Street, ensuring alignment with the construction timelines.	Commuters and new residents in the area (of all ages, abilities and ethnicities)	The Stage 4 designs, completed in December 2023 with additional changes requested in early 2024, were presented to the Avenues Board for approval in April 2024, facilitating progression to tender and construction phases later in the year.

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	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
SEX/ GENDER	Women	Safety - Public realm improvements, better lighting and CCTV will have the potential to make the area safer for users. Scottish Crime and Justice Survey indicate that women feel less safe than men when walking alone after dark. Therefore, a positive impact for women is expected from an improved and safer environment. Therefore a positive impact for women is expected from an improved and safer environment.	✓	No impact	Redesigning the streets and encouraging greater movement of pedestrians and cyclists, along with better lighting and CCTV will potentially improve the safety of the area, and also improve the perception of safety.
	Men	Safety - as above. Scottish Crime and Justice Survey indicate that men are more likely to be a victim of crime with men in the 16 – 24 age group particularly vulnerable. Therefore a positive impact for men is expected from an improved and safer environment. Road Safety - The street re-design of DS and JKS will slow traffic speeds and priority given to pedestrians and cyclists at junctions which will further slow vehicular traffic. Transport Scotland research indicates that almost double the number of men than women are killed or seriously injured on the roads. Therefore a positive impact for men is expected for men from improved road safety	✓	No impact	Redesigning the streets and encouraging greater movement of pedestrians and cyclists, along with better lighting and CCTV will potentially improve the safety of the area, and also improve the perception of safety.
	Transgender	No impact	✓	No impact	No change required as impact is considered to be neutral

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
RACE*	White		✓		No change required as impact is considered to be neutral
<p><i>Further information on the breakdown 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>	Mixed or Multiple Ethnic Groups	Scottish Government research indicates that perceived lack of personal safety and security was an issue for some ethnic minorities. Therefore some ethnic groups are likely to experience a positive impact from an improved and safer environment.	✓	No impact	
	Asian	The improvements will make choosing to walk or cycle through the area more attractive. This will promote healthy and environmentally sustainable methods of transport that minimise harmful emissions and energy consumption including those that involve physical activity.	✓		
	African	Research indicates that some BME groups have less access to a car and rely more on public transport.	✓		
	Caribbean or Black	Therefore BME residents are likely to experience a positive impact from improved pedestrian and cycle connectivity.	✓		
	Another Ethnic Group		✓		

*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.

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
DISABILITY <i>A definition of disability under the Equality Act 2010 is available here.</i>	Physical disability	<p>Safety – fear of crime and its impact are greater for disabled people. Scottish Crime and Justice Survey indicate that disabled people feel less safe than non-disabled people when walking alone after dark. No distinction between types of disability is available. Therefore a positive impact is expected for disabled people from an improved and safer environment.</p> <p>Road Safety – There are no statistic on the number of people with a disability involved in a road accident in Glasgow or Scotland. However, worldwide research indicates that disabled people are more likely to be involved in a road accident than non-disabled people. Therefore a positive impact is expected for disabled people from improved road safety.</p> <p>Accessibility - The improved design of junctions, footways and surfaces / other landscaped features will provide improved accessibility for disabled people, particularly those with a physical disability or sensory impairment.</p>	✓		<p>Redesigning the streets and encouraging greater through movement of pedestrians and cyclists, along with better lighting and CCTV will potentially improve the safety of the area, and also improve the perception of safety.</p> <p>High quality design of the Avenues will address current barriers to access for people of all abilities.</p>
	Sensory Impairment (sight, hearing,)		✓		
	Mental Health	<p>Active travel (including cycling) has been shown to have a significant benefit to those with mental health issues, and it may encourage greater levels of activity in the general public and improve health</p>	✓		Increasing ease of access and use of public space.
	Learning Disability	<p>No impact. No discrimination will be made on the basis of people with learning disabilities. No measures have been taken to directly address learning disability issues for people with a learning disability in the proposals</p>	✓	No impact	Increasing ease of access and use of public space.

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
LGBT	Lesbians	The improved lighting will improve safety on the streets for all.	✓	No impact	No change required as impact is considered to be neutral
	Gay Men		✓	No impact	
	Bisexual		✓	No impact	
AGE	Older People (60+)	<p>Safety – see Gender Scottish Government research indicates that being a victim of crime reduces with age however; older people have a greater fear of crime. Therefore a positive impact is expected for older people from an improved and safer environment.</p> <p>Accessibility – see Disability. Older people can experience reduced mobility and be more likely to rely on mobility aids such as motorised scooters and walking aids as they age. Therefore a positive impact is expected for older people from accessibility improvements.</p>	✓		Redesigning the streets and encouraging greater movement of pedestrians and cyclists, along with better lighting / CCTV and well designed junctions / surfaces will potentially improve the safety of the area (road safety / personal safety / perception of safety) for all ages and abilities.
	Younger People (16-25)	<p>Safety – See Gender Scottish Government research indicates that young people are more likely to be a victim of crime. Therefore a positive impact is expected for younger people from an improved and safer environment.</p> <p>Road Safety – See Gender</p>	✓		

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
AGE	Younger People (16-25) <i>Continued</i>	Scottish Government research indicates that young people aged 16 – 22 were twice as likely as the population as a whole to be injured on the roads. This may be particularly relevant to the Duke Street and Cowcaddens Road Avenues. In addition, these areas have a highly active night-time economy which focuses on younger people. Student accommodation is also located in the area and surrounding neighbourhoods. Therefore a positive impact is expected for younger people from improved road safety.	✓		Redesigning the streets and encouraging greater movement of pedestrians and cyclists, along with better lighting / CCTV and well designed junctions / surfaces will potentially improve the safety of the area (road safety / personal safety / perception of safety) for all ages and abilities.
	Children (0-16)	Safety – see Gender A positive impact is expected for younger people from improved road safety.	✓		
MARRIAGE & CIVIL PARTNERSHIP	Women		✓	No impact	No change required as impact is considered to be neutral
	Men		✓	No impact	
	Lesbians		✓	No impact	
	Gay Men		✓	No impact	

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Protected Characteristic	Specific Characteristics	Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
PREGNANCY & MATERNITY	Women	Accessibility – see Disability Mobility may be an issue for some women particularly in the later stages of pregnancy. In addition, accessibility issues will also affect those on maternity leave if using prams or buggies. Therefore a positive impact is expected for pregnancy and maternity from improved accessibility.	✓	No impact	No change required as impact is considered to be neutral
RELIGION & BELIEF** A list of religions used in the census is available here .	See note		✓	No impact	No change required as impact is considered to be neutral

** 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](#).

4. OUTCOMES, ACTION & PUBLIC REPORTING

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes / No Or / Not At This Stage	Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact/ Delivery of Positive Impact
Was a significant level of negative impact arising from the project, policy or strategy identified?	NO			
Does the project, policy or strategy require to be amended to have a positive impact?	NO			
Does a Full Impact Assessment need to be undertaken?	NO			
If none of the above is required, please recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		Consultation as noted above; particularly with Glasgow Disability Alliance group, local businesses, and with transport organisations and emergency services. Development and subsequent publication of Proposals for general public comment. Promotion of wider project via social media, local Councillors etc. Agreement of all technical details through GCC Neighbourhoods and Streets.	Ironside Farrar Ltd for DRS	Spring 2026

PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publicly available on the Council website 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 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 taken 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.

5. MONITORING OUTCOMES, EVALUATION & REVIEW

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

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.



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