

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

EIIPR (Glasgow Avenues) Block B Design – Stockwell Street

b) Reason for Change in Policy or Policy Development

This EQIA relates to one element of the Avenues programme, Stockwell Street which will broadly be designed as an **enhanced street**. That is the street remains largely 'normal' in that conventional traffic controls still remain but the public realm has been improved and restrictions on pedestrian movement have been removed.

The Avenues project constitutes part of the Glasgow City Region Deal funding awarded in 2014. The Glasgow City Region City Deal initiative is a 20-year, £1.13 billion infrastructure investment programme which aims to promote economic development and business growth. The programme is being funded by the United Kingdom and Scottish Governments as well as the 8 participating local authorities.

As part of the City Region Deal funding, Glasgow City Council (GCC) is investing approximately £115 million to deliver the Avenues programme, a quality place-making scheme that seeks to transform the city centre's streetscapes and public realms, or 'Avenues' through 23 project locations. The transformation of these streets will improve their connectivity, make them more pedestrian friendly, more attractive, support redevelopment, improve the city economy and enhance and protect the environment. The streetscape improvements support a key strategic objective of the City Centre Strategy and Action Plan 2014-19 in: "*the establishment of principal routes throughout the city centre to form an integrated network of continuous pedestrian and cycle priority routes*" (Glasgow City Council, 2014 p).

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

The Avenues will see key Glasgow city centre streets redesigned to encourage a modal shift from a traditionally vehicle dominated cityscape to one that protects and prioritises space for cyclists and pedestrians, improves connectivity, introduces sustainable green infrastructure through attractive streetscapes and improves the way public transport is accommodated. By realising the above objectives, it is envisaged that several positive outcomes will accrue in the city centre. This includes a better quality of life for all city residents, including those with protected characteristics; a more enjoyable and relaxing city space; streets that support business and community; an attractive city for visitors; a healthier and happier city. These will have a comparatively bigger effect on pedestrians and cyclists than other road users.

Key objectives of the project are:

- Improve connectivity.
- Improve the city image and public perception of space.

- Improve community safety.
- Protect and improve public health.
- Make the city centre more economically competitive.
- Support redevelopment.
- Enhance and protect the environment.
- Increase resilience to climate change.

To achieve these objectives a number of planned infrastructure interventions will be utilised. These include:

- Increased pedestrian / cycle space.
- Widened and continuous footways where feasible.
- Segregated cycle lanes.
- Green/Blue Infrastructure (trees and planted rain gardens).
- Signalised junction crossings and crossings with priority for pedestrians.
- Reduced street clutter and furniture zones.
- Intelligent Street Lighting (ISL) and improved lighting features.

Some of the key design components specific to Stockwell Street include:

- Modification of the existing carriageway.
- Widening of existing footways.
- Creation of segregated bi-directional cycle lanes.
- Creation of rain gardens for tree planting, shrubbery, planters etc.
- Modifications to junction crossings.
- Installation of uncontrolled crossing to safely cross cycle lane and rain garden to other side of carriageway.
- Replacing existing lighting columns on the street.
- Incorporating SUDS network as part of the raingardens.
- Improvements to bus stop areas and installation of new bus shelters.
- Utilisation of natural stone materials to enhance the public realm.

Pilot improvements were initially undertaken on Sauchiehall Street between Charing Cross and Rose Street and acted as proof of concept for the above objectives and outcomes.

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

Brian Coyle (August 2024)

e) Assessment Verified by (signed and date)

Gerry O'Donnell (November 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.
Consultations regarding proposals, through the preparation of the EIIPR Report December 2016, and the preceding 'Block A' design work.	<p>There is a universal right to submit comments regarding the proposed works, as most works are expected to require formal Traffic Regulation Orders.</p> <p>The Glasgow Disability Alliance group have been directly consulted in the preparation of the preceding 'Block A' designs.</p>	<p>Consultation was carried out with relevant transport organisations and emergency services.</p> <p>The proposals were publicised via physical flyers, emails, letters and online consultations. They were and continue to be available online to ensure it is open to all members of the public for comment and input.</p>
EIIPR Block A 'lessons learned' documentation references consultation outcomes and design decisions that respond to consultation outcomes.	Focus on disability and multi-modal active travel access issues.	Consultation was carried out with residents, businesses and members of the public, with responses recorded. Online

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		<p>surveys and physical displays and interactions were carried out at workplaces and on the street. The publication of proposals was made available in the media, and online to ensure it is open to all members of the public for comment and input. There is a universal right of objection to any proposed Traffic Regulation Order.</p>
<p>Technical stakeholder and public consultation engagement commenced in accordance with the agreed and approved Ironside Farrar Block B Engagement Strategy and Report reference 40051-IFL-ZZ-RP-C-008 and Strategy and Stage 2 Design Report 40051-IFL-B3-RP-C-003.</p>	<p>All</p>	<p>Technical and key stakeholder engagement as well as public consultation has continued and progressed through RIBA Design Stages 3 and 4.</p> <p>Key matters that were considered and addressed through design processes to date are:</p> <ul style="list-style-type: none"> • Narrow footways • Pedestrian safety • Cycling safety • Vehicle speeds • Bus access and stops • Disabled parking provision • Business loading access • Access to residential properties • Local car park access • Significant business population • Significant retail visitor numbers • St Enoch Centre access • Crossing points at junctions • Uncontrolled crossing points • Taxi rank relocations
<p>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. Representatives from:</p>	<p>Disabled/Older people</p>	<p>If one part of a journey is problematic, then no matter how good other bits are, it puts people off travelling. All participants, except those with learning difficulties,</p>

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<ul style="list-style-type: none"> • Glasgow Disability Alliance (LGBT, BAME and organisations representing the elderly are already part of their membership), • Guide Dogs Scotland, • RNIB Scotland, • Glasgow City Council Centre for Sensory Impaired People, • Glasgow Access Panel, and • Euan's Guide are members of the group. <p>Alzheimer's Scotland Age Concern invited onto group on 2nd August 2019.</p>		<p>mentioned the difficulties caused by temporary obstructions, such as wheelie bins, advertising boards (A-boards) and cars parked on the pavement.</p> <p>Continuous engagement and consultation should continue with groups representing disabled people and others to ensure the design of the project meets DDA requirements.</p>
<p>Walking Group 20 March 2018 - An accessibility walk undertaken with members from RNIB, Guide Dogs Scotland and Euan's Guide including a long cane user, a short cane user and a guide dog.</p>	<p>Disabled/Older people</p>	<p>Public transport: Access points at bus stops must be considered.</p> <p>Footways: Type of surface important as is slip-free surfaces, colour contrasts, seating, lighting and obstructions on footpaths.</p> <p>Crossings: Dropped kerbs are helpful, along with shorter crossings, more time at crossings.</p> <p>Parking: Even legally parked vehicles can make crossing the street more difficult and dangerous.</p> <p>Traffic: The project will reduce traffic concerns and make the city centre a more pleasant place to walk around.</p> <p>People consulted identified the need for public toilets (for disabled people and older people in particular). These are not in scope but should be at least lobbied for within certain areas of the city centre.</p>
<p>Inclusive Design Workshop (Glasgow Disability</p>	<p>Disabled</p>	

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Alliance) June 2018		
Four Community Council meetings with: <ul style="list-style-type: none"> • Woodside Community Council: 6th August 2018 • Woodlands and Park Community Council: 12th September 2018 • Garnethill Community Council: 13th December 2018 • Blythswood and Broomielaw Community Council: 18th December 2018 	All	Maintenance and behavioural concerns of road users and cyclists were raised.
Stakeholder Sessions (including Community Council members) 13 th November 2018	All	
Business session (St Georges Cross)	All	
Business Proprietors (face to face sessions – 131 contacted) June 2018	All	
On Street engagement: <ul style="list-style-type: none"> • 16th November 2018 • 17th November 2018 1000 conversations took place	All	95% positive approval of Avenues plans.
Oakgrove Primary School, 16 th November 2018	Young people	
Glasgow City Council run Accessible Inclusive Design Forum (AIDF) held in Townhead Village Hall, Glasgow on 16 th August 2022.	All	A further Accessible Inclusive Design Forum (AIDF) was held on 14 th May 2024 during the detailed design stages (RIBA stage 4) for Stockwell Street. Comments raised at the forum were reviewed and considered when finalising the design including amendments for hard landscaping area to be included for drop off facility adjacent to the Holiday Inn Express Hotel. Key stakeholders such as SPT, GoBike etc. also attended.
Office for National Statistics Nomis (2018) The Travel Trends 2017 data from the Office for National Statistics (ONS)	All	Glasgow: There are 626,400 people 306,100 Males 320,400 Female 437,900 (70.5%) are 16-64

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		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).</p> <p>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>Active, sustainable travel is good for population health and for the environment. Public health leaders and politicians have highlighted the importance of greater investment in sustainable, integrated transport to promote active travel, to create safe, attractive communities, to reduce carbon emissions and improve air quality.</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</p>

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		<p>of cycle trips compared to the previous year.</p> <p>Levels of cycling in Scottish cities (Glasgow is second lowest ahead of Stirling) are in general much lower than in selected European cities.</p>
Equalities Evidence Matrix (Glasgow City Council – EQIA guidance)	All	
EQIA Glasgow City Centre Transport Strategy 2014-2024	All	<p>Consultation with disability support groups suggests that there are no apparent limitations or issues faced by those with mental health issues that either impact upon their use of the cycling infrastructure or would need to be addressed to facilitate their uptake of this.</p>
<p>Disabilities: Overcoming barriers and identifying opportunities for everyday walking for disabled people in Living Streets.</p>	Disabled/Older people (60+)	<p>The most common physical barrier to walking identified by the participants was crossing the road. This should not be surprising because crossings connect pedestrian routes, they intersect with vehicular traffic and are the point at which pedestrians are most vulnerable walking.</p> <p>Adaptations to make the pedestrian environment more accessible can also be problematic. For example, tactile paving helps blind and partially sighted people to navigate but is a trip-hazard for stroke survivors who have problems lifting their feet. Similarly, the lack of colour contrast in seemingly accessible places can create hazards only a partially sighted person can see. This demonstrates the need to consider the accessibility of pedestrian environment while avoiding a focus on any one disability.</p>

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		<p>Smoother pavements may also influence an older person's decision to go on a journey.</p>
<p>Previous consultations on a proof of concept pilot project for Sauchiehall St in 2015. This focused on three workshops with council stakeholders facilitated by the design team (Urban Movement).</p>	<p>All</p>	<p>The consultation shaped the thinking of the design team in relation to some key issues such as:</p> <ul style="list-style-type: none"> • Extreme severance – Great Western Road access eroded, and connectivity lost • Hostility of motorway infrastructure (aggressive/lacks human scale) • Too much open space – due to the erosion of the original city grids • Need to reduce traffic speeds • Car dominated spaces • Public perception – city centre and the West End are remote and distant <p>Surfacing plays an important part in people's perception of how a space is intended to be used. Black top or asphalt is associated with vehicle users and therefore gives the message that they have priority. The use of high-quality natural stone indicates that the space is not solely the domain of a single user – the vehicle user may be a guest in that space. The encouragement of appropriate behaviour from all users - pedestrian, disabled, cycling and vehicle – is necessary. This is the responsibility of wider external organisations and the community. The different users must be encouraged to make eye contact and recent work in Kirkintilloch has moved this</p>

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		<p>thinking forward in Scotland. The key issue to be addressed is how this can be achieved without prejudicing those with visual impairments. (Glasgow The Underline Dec 2018)</p>
<p>Similar EQIAs for public realm or road improvement projects across the UK indicate little adverse impacts on people with protected characteristics. Other road improvement and public realm improvement EQIAs looked at include:</p> <ul style="list-style-type: none"> • City Centre Enabling Infrastructure Integrated Public Realm – Sauchiehall Street Avenue • EQIA South City Way Glasgow • EQIA Final Report: Glasgow City Centre Transport Strategy 2014-24 • EQIA Tree Planting on Sauchiehall St Link • Orkney Islands Council, Kirkwall Placemaking Proposals Public Realm Improvements - Broad Street, Kirkwall, 2015 • Cambridge City Council: Environmental Improvement Programme, 2017 • Stratford on Avon District Council, Site Allocations Plan, 2017 • Kent County Council, Bullockstone Road Improvements, 2018 • The Nottinghamshire County Council (Century Road, Grace Road, Ordsall Road, Newlands, Ollerton Road, West Hill Road, Ordsall, Retford), 2017 • Haringey County Council, Holcombe Road Public Realm Scheme (Growth on The High Road (GoTHR), 2015 	<p>All</p>	<p>Reviewing many other EQIAs there were no significant negative equality impacts on protected characteristics. These were outweighed by the positive impacts on safety, community cohesion, improved air quality and improved perception of the area by the community.</p>
<p>Made in Sauchiehall St and Garnethill – Regeneration Framework</p>	<p>All</p>	

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Scottish Government Equality Outcomes: Gender Evidence Review	All	
Scottish Government Equality Outcomes: Age Evidence Review	All	
Scottish Government Equality Outcomes: Disability Evidence Review	All	
Scottish Crime and Justice Survey 2014/15: Main Findings	All	
RTPI - Dementia and Town Planning Creating better environments for people living with dementia	Age – Older people	
Equality and Human Rights – Publication library and research – General research covering all protected characteristics	All	
Equality Network – publications on LGBT community	LGBT	
Your space or Mine – The role of public space in the lives of young people	Age – Young people	
Age UK – reports and briefing relating to Age including Age Friendly Places - Making our community a great place to grow older	Age – Older people	
Engender – reports and publications on gender	Gender	
Joseph Rowntree Foundation - reports on gender, children, older people, ethnicity, disability	All	
Traveller Movement – reports on traveller community	Travellers	Glasgow's Roma Gypsy/Travellers in Glasgow are estimated to be between 3,000-4,000. No impact on the community.
LGBT+ groups invited to comment on design	LGBT+	Stonewall Scotland asked for views but had no comments to make.
Development of Low Emission Zone in Glasgow	All	Initially will only apply to local service buses. Research on environmental justice suggests two main mechanisms by which disadvantaged groups are adversely affected in an unequal manner by air pollution by: 1. being more exposed to air pollution (differential exposure)
An environmental justice analysis of British air quality, G Mitchell & D Dorling (2003)	All	
Investigating environmental justice in Scotland: links between measures of environmental quality and social deprivation, SNIFFER (2005)	All	
Emissions vs Exposure: Increasing injustice for road traffic related air pollution in the UK, J Barnes & T Chatterton (2017)	All	

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		and 2. through being more likely to suffer ill effects (differential susceptibility), particularly because of prior high levels of childhood asthma, adult respiratory illness, and smoking.
Scottish Household survey data (2012)	All	
The BME population in Glasgow in 2015	BAME	
Black & Minority Ethnic Health & Wellbeing Study in Glasgow, NHS Greater Glasgow & Clyde (2016)	BAME	Pakistani group were the least likely to meet recommended physical activity levels (27% compared to a national average of 38%).
Scottish Index of Multiple Deprivation (2016)	All	
Transport Scotland – Developing an Active Nation	All	
The following guidelines were also considered in this assessment: <ul style="list-style-type: none"> • Scottish Government Designing Street Guidance on the use of tactile paving surfaces • Development Plan policies • Cycling by Design • TfL Streetscape Guidance 2016 • London Cycling Design Standards • TfL International Cycling Infrastructure Best Practice Study 	All	Key and technical stakeholder consultations were carried out in February 2024. Feedback and comments were reviewed and considered when progressing the RIBA Design Stages 3 and 4. Consultations will continue as part of the TRO process in relation to this project.
The programme was subject to a formal planning application process and a statutory consultation exercise relating to the promotion of the Traffic Regulation Order was undertaken. Meetings held to discuss design were held with: <ul style="list-style-type: none"> • RNIB Guide Dogs for the Blind • Glasgow City Council Sensory Impairment Unit • Police Scotland 	All	

• Community Safety Glasgow		
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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	<p>Scheme could benefit women through the promotion of active/sustainable/public transport travel options. These include the cycle lane along the south section of Stockwell Street, wider pedestrian areas, and improvements to bus stops/shelters.</p> <p>May also provide for safer travel options due to better lighting along Stockwell Street.</p>	<p>Potential for women to feel less safe if streets are not maintained properly – particularly if trees/raingardens become overgrown. Mitigated by maintenance/ planting regime.</p> <p>General risks posed by new street layout – e.g. crossing cycle lane to get to footways.</p>	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
	Men	<p>Design component of ASW have the potential to have a positive impact. Largely due to an improved and safer environment because of less traffic, less street clutter, improved lighting and wider pedestrian areas.</p> <p>Opportunity for improved health and wellbeing due to access to active travel options.</p>	<p>General risks posed by new street layout – e.g. crossing cycle lane to get to footways.</p>	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.

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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	<p>General benefits posed by scheme including more access to sustainable transport methods, safer, more pedestrianised streets, reduced vehicle speeds, locally improved visual amenity and lighting.</p> <p>Particular benefits in terms of improved feelings of safety due to better lighting and a generally softer environment.</p>	<p>General risks posed by new street layout – e.g. crossing cycle lane to get to footways.</p>	<p>Refer to Socio-economic and Human Rights Impacts summaries below this table for details.</p>
RACE*	White	<p>General benefits posed by scheme including more access to sustainable transport methods, safer, more pedestrianised streets, reduced vehicle speeds, locally improved visual amenity and lighting.</p>	<p>General risks posed by new street layout – e.g. crossing cycle lane to get to footways.</p> <p>Any general impacts of design are most likely to affect those who are white due to majority White ethnic group in Stockwell Street.</p>	<p>Refer to Socio-economic and Human Rights Impacts summaries below this table for details.</p>
<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	<p>Increased opportunity for journeys into, within, and out of the city centre as a non-motor user.</p>	<p>No impact identified.</p>	<p>Refer to Socio-economic and Human Rights Impacts summaries below this table for details.</p>
	Asian	<p>Increased opportunity in removing barriers to bicycle use for people from ethnic minority backgrounds.</p>	<p>No impact identified.</p>	<p>Refer to Socio-economic and Human Rights Impacts summaries below this table for details.</p>
	African	<p>Widening of footways will</p>	<p>No impact identified.</p>	<p>Refer to Socio-economic and Human Rights Impacts summaries below this table for</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
		help improve pedestrian movement and access into the centre of the city.		details.
	Caribbean or Black	Potential to remove barriers in accessing greenspaces for those from minority ethnic backgrounds by integrating it into everyday life/normal streets.	No impact identified.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
	Other Ethnic Group		No impact identified.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
DISABILITY	Physical disability	<p>Potential for multiple positive effects.</p> <p>Namely the reduction of overall number of vehicles and lower speeds of buses and cars may improve journeys/access in, within, and out of the city centre.</p> <p>More open space for pedestrians may make journeys easier.</p> <p>Reduced likelihood of cars being parked illegally due to buffer between cycle lane/footway will possibly create better journeys for those with mobility issues.</p> <p>Increased accessibility for disabled people into, within, and out of city centre. May</p>	<p>Potential for multiple negative effects.</p> <p>Initially the new designs may cause confusion for those with mobility issues as they introduce extra layers within the street to navigate such as cycle lanes and rain gardens etc.</p> <p>Design components intended to aid individuals with one type of disability may negatively impact those with another. For example, tactile paving can be a trip hazard, become slippery when wet, and cause discomfort for those with arthritis.</p> <p>Introduction of a cane detectable kerb edge along the cycle lane may pose a new trip hazard to those with mobility issues and for those in</p>	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.

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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>also help with social inclusion.</p> <p>Improvements to bus stop waiting areas on Stockwell Street.</p> <p>Opportunity for those with disabilities to take up active transport options such as cycling.</p>	<p>wheelchairs and mobility scooters.</p> <p>Additional obstacles introduced for people with mobility issues and people in wheelchairs and mobility scooters due to cycle lanes and rain gardens. This has been mitigated through installation of crossing points and the use of appropriate tactile paving to cross the cycle lane and rain garden areas safely.</p> <p>Less opportunity for those with mobility issues to cross the road outside of designated junction crossings due to the kerb edge along cycle lanes and rain gardens etc. However there will be several crossing points along Stockwell Street which should serve all crossing needs.</p>	
<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	<p>Sensory Impairment (sight, hearing,)</p>	<p>Potential for multiple positive impacts.</p> <p>Primarily more pedestrianised streets with wider footways, reduced street clutter, reduced vehicles and vehicle speeds. All of these changes pose the opportunity for improved journeys for those with</p>	<p>Potential for multiple negative impacts.</p> <p>New street designs may be initially confusing for those with visual impairments who are used to a certain layout. New layers to navigate such as cycle lanes, raingardens etc.</p> <p>Dangers posed by segregated</p>	<p>Refer to Socio-economic and Human Rights Impacts summaries below this table for details.</p>

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		<p>sensory impairments.</p> <p>Less likelihood of vehicles illegally parking on footways due to buffer of cycle lane and raingardens etc. Possibly even a decrease in legally parked cars overall due to new street layout. These changes will make journeys easier for those with sensory impairments due to reduced likelihood of collisions.</p> <p>Appropriate tactile paving with contrasting colour at junction crossings should make it easier for partially sighted individuals to spot and allow for easier crossing due to drop kerbs at the junctions.</p> <p>Cane detectable kerb edges proposed throughout the design adjacent to the carriageway, cycle lanes and rain gardens. 100mm and 60mm edges should be sufficient to be followed by a cane or guide dog.</p>	<p>cycle lane running adjacent to footway. As above there would be associated risks, particularly for people with sensory impairments, in crossing the cycle lane to access amenities/premises on the other footway. This may be mitigated through design of crossing areas to other side of the carriageway. Designs include a zebra crossing across the cycle lane and a refuge area between the carriageway and cycle lane.</p> <p>Design components intended to aid one equality group may negatively impact another. In this case, cane detectable kerb edges may likely have a negative impact for those with mobility issues and the elderly such as trip hazards/issues crossing the cycle lane. It may also inhibit loading/unloading at loading bays.</p>	
	Mental Health	Potential benefits through the promotion of physical exercise via improved cycle	Potential for new street layouts and greater sharing of pedestrian area with other forms	Refer to Socio-economic and Human Rights Impacts summaries below this table for

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		<p>and pedestrian infrastructure.</p> <p>Potential benefits associated with the increase in green infrastructure and presence of trees /shrubs/raingardens as well as potential mental health benefits due to increased local biodiversity.</p>	of transport such as cycling may negatively impact those with neurodiverse, mental health conditions and learning disabilities.	details.
	Learning Disability	<p>Opportunity for increased physical and emotional wellbeing due to increased access to pedestrian areas for walking, and access to cycle infrastructure. Contrasting tactile paving at junctions and uncontrolled crossings may make crossing safer and easier for those with cognitive issues.</p>	Potential for new street layouts and greater sharing of pedestrian area with other forms of transport such as cycling may negatively impact those with neurodiverse, mental health conditions and learning disabilities.	
LGBT	Lesbians	<p>General benefits posed by scheme including more access to sustainable transport methods, safer, more pedestrianised streets, reduced vehicle speeds, locally improved visual amenity and lighting.</p> <p>Particular benefits in terms of improved feelings of safety due to better lighting</p>	General risks posed by new street layout – e.g. crossing cycle lane to get to footways.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.

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		and a generally softer environment.		
	Gay Men	<p>General benefits posed by scheme including more access to sustainable transport methods, safer, more pedestrianised streets, reduced vehicle speeds, locally improved visual amenity and lighting.</p> <p>Particular benefits in terms of improved feelings of safety due to better lighting and a generally softer environment.</p>	General risks posed by new street layout – e.g. crossing cycle lane to get to footways.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
	Bisexual	<p>General benefits posed by scheme including more access to sustainable transport methods, safer, more pedestrianised streets, reduced vehicle speeds, locally improved visual amenity and lighting.</p> <p>Particular benefits in terms of improved feelings of safety due to better lighting and a generally softer environment.</p>	General risks posed by new street layout – e.g. crossing cycle lane to get to footways.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
AGE	Older People (60 +)	<p>Opportunity for multiple positive impacts.</p> <p>Primarily more</p>	<p>Potential for multiple negative impacts.</p> <p>Namely the need to cross the</p>	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.

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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>pedestrianised streets with wider walkways, reduced street clutter, reduced vehicles and vehicle speeds. All of these changes pose the opportunity for improved journeys for the elderly. Particularly important for improving feelings of safety for the elderly.</p> <p>Improvements to existing lighting may improve feeling of safety among the elderly.</p> <p>More readily available access to active travel options such as walking and cycling in a safe manner.</p> <p>Improving infrastructure will help older people participate actively.</p> <p>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</p>	<p>cycle lane to access amenities on the other side of the carriageway may pose a greater difficulty to older people, in particular, those with limited mobility. Collisions with cyclists would likely adversely affect the elderly more than younger people. Feelings of safety due to reduced traffic and more pedestrian space may be impacted because of the above. Crossing points outside of junctions, to mitigate against the risks of crossing the cycle lanes and raingardens may improve safety for the elderly.</p> <p>Cane detectable kerb edges may be a trip hazard when crossing the carriageway, cycle lane or raingardens.</p> <p>New street furniture such as cycle parking and bollards may pose a hazard for collision, the elderly are particularly vulnerable to such collisions.</p>	

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		improved and safer environment.		
	Younger People (16-25)	<p>Opportunity for multiple benefits specific to people aged 16-25.</p> <p>Primarily benefits associated with greater levels of safety thanks to reduced vehicles, vehicle speeds, more space for pedestrians, segregated cycle lanes and improved street lighting. People will be encouraged to engage in active travel.</p> <p>Greater potential for young people to make use of better public transport and improved pedestrian areas.</p> <p>By improving quality of public space there is an opportunity to integrate younger people into the public realm more. Particularly young people from less affluent backgrounds such as some areas nearby the City Centre.</p>	No impacts identified.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
	Children (0-16)	<p>Opportunity for several benefits.</p> <p>Overall better safety for</p>	Risks posed by introduction of cycle lane alongside footways. Potential for collisions between cyclists and young children.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.

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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>young children due to reduction in vehicle volume and vehicle speeds to 20mph.</p> <p>Potential health benefits due to local improvements in air quality due to decrease in traffic volume; more greenspace; and access to active travel options.</p> <p>On streets with traffic, the speed limit is 20mph.</p> <p>Reduced traffic flow and more greenery so children who are at higher risk from traffic related poor air quality than other groups (as they are closer to the ground where pollution gathers) will benefit.</p>		
MARRIAGE & CIVIL PARTNERSHIP	Women	No impact.	No impact.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
	Men	No impact.	No impact.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
	Lesbians	No impact.	No impact.	Refer to Socio-economic and Human Rights Impacts

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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
				summaries below this table for details.
	Gay Men	No impact.	No impact.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
PREGNANCY & MATERNITY	Women	<p>Scheme could benefit pregnant women and mothers with children through the promotion of public transport travel options and increased pedestrian space.</p> <p>These include wider footways, and improvements to bus stops/shelters.</p> <p>May also provide for safer travel options due to improved lighting along Stockwell Street.</p>	<p>Potential for pregnant women and mothers with children to feel less safe if streets are not maintained properly – particularly if trees/raingardens become overgrown. Mitigated by maintenance/ planting regime.</p> <p>General risks posed by new street layout – e.g. crossing cycle lane to get to footways. Mitigated by crossing points at junctions and uncontrolled crossing to navigate cycle lane and raingardens.</p>	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	No impact.	No impact.	Refer to Socio-economic and Human Rights Impacts summaries below this table for details.

* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available [here](#).

Summary of Protected Characteristics Most Impacted

The evidence suggests that an improved physical layout, improved surfaces and visual amenity of the Stockwell Street Avenues project will have a positive outcome for Protected Characteristics groups. The implementation of the new layout has the potential to be positive for all users coming into and leaving the city centre, particularly for the disabled and elderly, but also for all racial and religious groups and sexual orientations, all ages and all genders. The new layout will increase accessibility and usability of the area. It will improve the visual amenity. The project will increase the viability and vibrancy of the immediate locality.

The project will address the negatives of the current layout by creating better visibility and a more aesthetically pleasing area. This will make the area feel safer for all sections of the community to use and may help to decrease the incidence of crime, particularly for young men ages 16-25, who are often most involved in incidents. It may also help to improve the perception of crime (especially for women through improved areas of lighting).

The proposals apply street design methods which have been adopted elsewhere in the design and implementation of similar initiatives. There is therefore good evidence that they are effective and that any potential negative impacts (such as those identified above) can be addressed through detailed design and construction stages.

Summary of Socio-Economic Impacts

The Stockwell Street Avenues project fits with the purpose of the Scottish Government National Performance Framework. It meets national outcomes of helping people:

- live in communities that are inclusive, empowered, resilient and safe,
- value, enjoy, protect and enhance their environment, and
- are healthy and active.

And the project fits with the Glasgow Economic Strategy (GES) that says the Council will use the Glasgow City Deal to tackle inequalities “by placing inclusive growth at the heart of our master planning process for all of our infrastructure projects”. The council will exploit the opportunities that the City Deal offers to further expand the required foundations for a Smart City across Glasgow, including installing digital and other infrastructure wherever construction and excavation work takes place across the city and ensuring the continuing introduction and enhancement of Smart City services as an integral facet of City Deal projects where possible/appropriate. The project will revitalise the city centre through the delivery of the City Centre Strategy and £115.5million of City Deal investment. It will improve the public realm, investing in smart infrastructure such as surface water management systems and adaptable lighting systems. It will create an avenue of trees, segregated cycle lanes, and reductions in vehicle traffic.

The project will increase access to the main employment opportunities in the city centre for those in walking and cycling distance into the city centre. It will bring more people into the city centre and make the place more attractive for tourists. The completed project will encourage more visits into the city centre and positively impact on the café-society feel of the area, so bringing economic benefits to local business. This will increase the opportunities for increased employment and economic growth.

The project supports the promotion of active travel uptake which in turn will have positive benefits to all sections of the public who will be more likely to walk or cycle into the city centre. A public survey identified that people are 80% more likely to travel into the centre. According to the survey the pedestrian provision, cycling facilities, trees, outdoor spaces will all be significantly better than now. For public transport (mainly buses) the respondents were unsure if it would be better but there is no evidence to suggest that travel will be adversely affected. The bus stop boarding areas will be generally improved with bigger shelters more seats and high access kerbs.

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It will bring social benefits by improving peoples' perception of the area and the quality of life of people within the area. This will increase the public satisfaction of their communities. Reduced carbon emissions and more green space will bring benefits to all protected characteristics. Glasgow is a city with traditionally low car ownership and therefore has a reliance for income-deprived households on local bus services that will be less affected by the changes than private cars.

The project will increase access to the main employment opportunities in the city centre.

The completed project will encourage more visits into the city centre and positively impact on the café-society feel of the area, so bringing economic benefits to local business.

The area currently has relatively high crime levels. The completed project will bring cultural benefits to the wider community as the improved, safer public space and environmental improvements will encourage use by more people for various community-based events and individual pursuits. Younger people will be more inclined to visit a more pleasant, safer environment. The environmental regeneration of the area within the City will promote the city's image as an efficient and effective carbon neutral player.

There will be temporary upheaval during the construction phase, although this will be planned and phased to minimise disruption.

Summary of Human Rights Impacts

We considered what extent the project impacted on absolute rights, limited rights and qualified rights. We considered the FAIR approach (Facts, Analyse, Identify and Review) shown in the flowchart (Scottish Human Rights Commission) and are satisfied that no rights are being infringed. On balance, feedback from engaged local people is that this project will have a positive impact. Taking a human rights-based approach is about making sure that people's rights are put at the centre of policies and practices, the PANEL principles are one way of breaking down what this means in practice (Participation, Accountability, Non-discrimination, Empowerment and Legality). Having a means, after implementation, of monitoring the benefits to people and responding to any issues from the community will ensure that there is continued accountability.

There is no restriction of qualified rights and removing barriers to active travel will improve health to all residents. Action to improve air quality will protect the fundamental human right to good health.

The United Nations Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. This project positively impacts on Sustainable Development Goals 3 (Good Health and Wellbeing) and Goal 11 (Sustainable Cities and Communities).

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?	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

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)
<p>Post implementation monitoring of the new Stockwell Street layout should be utilised to identify whether the Avenues project has improved the travel experience, levels of inclusion and safety of those with Protected Characteristics, as outlined in this assessment. Monitoring would also be invaluable to informing future inclusive design considerations regarding public realm improvements. Measures of the successes of the programme may be established through both quantitative and qualitative data gathering.</p> <p>The project steering group will contact Protected Characteristics groups to specifically ensure that all concerns if any can be addressed. These include:</p> <ul style="list-style-type: none"> • LGBTIQ (LGBT Health and Wellbeing Glasgow) • Women's Groups • Age Concern/Age UK <p>EQIA monitoring to become an agenda item.</p> <p>Project to nominate EQIA champion.</p> <p>Gathering of qualitative data amongst users of Stockwell Street's pedestrian and cycle facilities could include:</p> <ul style="list-style-type: none"> • Attitudinal surveys of people's views toward new cycle infrastructure. Particularly focusing upon those with Protected Characteristics such as disability/visual impairment/age. Could draw on other survey data such as research by Sustrans. 	<p>Pre Construction – GCC</p> <p>Post Construction – GCC</p>	<ol style="list-style-type: none"> 1. Gather and report on further quantitative and qualitative data (listed under 'Further Action Required'). 2. Assess delivery of project against protected characteristics within the first 6 months of opening. 3. Assess programming of activities / collaboration work with groups from protected characteristic categories. 4. Gauge reaction and develop further programming with and for these groups. 5. Assess 1 year after opening.

<ul style="list-style-type: none"> • Walking groups with individuals from disability alliances/organisations to assess how the new street layout realistically performs vs performance expectations. • Workshops with disability alliances to gather feedback on how new street designs affect those with Protected Characteristics. • Street user satisfaction surveys, again focusing on Protected Characteristics. • Behavioural change surveys, with particular emphasis on individuals with the Protected Characteristics outlined in this assessment would provide insight into how people are making use the new street layout. <p>Gathering of quantitative data along Stockwell Street and throughout Glasgow City Centre could focus on:</p> <ul style="list-style-type: none"> • Cycle flows and journey times. • Number of trips taken into and out of city by foot or bike. • Percentage of cycle trips taken by different genders; disabilities; ages; races. • Traffic numbers/flows/speeds. • Bus journey times. • Number of collisions between pedestrians and cyclists. <ul style="list-style-type: none"> ○ Further breakdown of demographics of collisions – disability and age in particular. • Traffic related injury figures. <ul style="list-style-type: none"> ○ Further breakdown of demographics of injuries – disability and age in particular • Casualty figures. • Air quality data. 		
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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.