

EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed**

A clear definition of what is being screened and its aims

2. **Gathering Evidence & Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. **Assessment & Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. **Outcomes, Action & Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported

5. **Monitoring, Evaluation & Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

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

a) Name of the Policy, Project, Service Reform or Budget Option to be screened;

Glasgow 850

b) Reason for Change in Policy or Policy Development.

New event/project

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

The Glasgow 850 project will curate and support a year-long programme of events and activity to celebrate Glasgow 850 and mark the milestone from when Glasgow was awarded the Burgh of the Barony. The project will provide an opportunity to celebrate the city's journey to 2025 and provide a platform to look to the future and accelerate Glasgow's existing ambitions.

The anniversary provides an opportunity to reflect on the city's growth since 1975 when Glasgow 800 was held, building and reflecting on key areas and events which have shaped Glasgow today. Using the city's Grand Challenges and their driving Missions as the strategic drivers there is an opportunity to use 2025 as an accelerator for change for the future.

The council's ambitions throughout 2025 will include:

- Accelerating change by bringing the city together around a focused year of shared ambition
- Enhancing the city's brand
- Delivering legacy for the city's communities

Overall project seeks to address the relevant aspects of Glasgow City Council's strategic objectives aligned to the grand challenges.

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

Lorna Graham, Team Manager

17th October 2024

e) 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.

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.
Glasgow City Council's Household Survey 2024	<ul style="list-style-type: none"> • age • disability • race and/or ethnicity • gender 	Glasgow 850 project will be covered again in the 2025 (during the event) and 2025 (post event) Household survey, to give a comparison to previous awareness and attitudes towards the project, along with participation.
Glasgow City Council's Education Youth Forum		Further representation and follow up will be conducted at the next forum in February 2025.
Glasgow City Council's Community Grants Celebration Event		Follow up communications have been sent to this network to share opportunities around volunteering etc. and continue dialogue.
Business Community – Glasgow Business Growth Council.		Ongoing representation at industry groups and forums

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	Women	<ul style="list-style-type: none"> Insuring positive representation in all led media and press The Volunteering & Employability programme will see a high proportion of women register to take part Traditional barriers to participation for women are lessened by positive interventions such as flexible hours and opportunities to choose from 	None identified at this time	Potential positive impact for future employability via provision of opportunities for women to upskill.	
	Men	Volunteering and participation opportunities will be available for all	None identified at this time		
	Transgender	Volunteering and participation opportunities will be available for	None identified at this time		
GENDER REASSIGNMENT	<i>As per the Equality Act 2010, find more information here.</i>	Volunteering and participation opportunities will be available for all	None identified at this time		
RACE*	White	<ul style="list-style-type: none"> All activities as part of the programme are open to all ethnic groups Media are briefed to include diverse photography to celebrate people with protected characteristics. This helps ensure that all of Glasgow's diverse communities are showcased in promotional activities. 	None identified at this time		
	<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>			Mixed or Multiple Ethnic Groups	
				Asian	
				African	
	<i>For example Asian includes</i>			Caribbean or Black	

OFFICIAL
EQIA Screening Form

Chinese, Pakistani and Indian etc	Other Ethnic Group	<ul style="list-style-type: none"> Cultural activation will provide a platform to showcase a multi-cultural Glasgow. This ties into the KPIs and target groups for arts and music service area. Funded programme supports diverse audiences such as Mela or situated and diverse communities such as Govanhill Volunteer programme aims to be inclusive and diverse with the aim to attract 6% from minority and ethnic groups 		
<p align="center">DISABILITY</p> <p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	Physical disability Sensory Impairment (sight, hearing,) Mental Health Learning Disability	<ul style="list-style-type: none"> Volunteering programme will aim to attract 15% of people with long term health problems or disability. Glasgow 850 will work with a range of partners and stakeholders to ensure the programme of activity addresses barriers to inclusion The Volunteering and Employability programme will offer training on EDI to improve awareness and provide understanding of these complex issues 	<ul style="list-style-type: none"> The Volunteer programme will signpost volunteers to third sector organisation who may not have a fully accessible venue 	<ul style="list-style-type: none"> Cost is often identified as a barrier to participation particularly amongst those with a disability. Covering the cost of travel will help to mitigate this barrier.
<p align="center">SEXUAL ORIENTATION</p>	Lesbian Gay Bisexual Other	Volunteering and participation opportunities will be available for all	None identified at this time	

OFFICIAL
EQIA Screening Form

AGE	Older People (60+)	<ul style="list-style-type: none"> Glasgow 850 provides an opportunity for those born before 1975 (when Glasgow celebrated it's 800) to reflect on the city's transformation Volunteer programme will see a high proportion of those over 60 sign up to take part, which reduces social isolation and loneliness, most seen in this age group 	None identified at this time	
	Younger People (16-25)	<ul style="list-style-type: none"> Aim for Glasgow 850 is to focus on the next 50 years of the city, in particular the future workforce Key partnerships across higher and further education will see young people actively involved in the programme Volunteer programme aims to attract a20% of those aged 25 and under 	None identified at this time	
	Children (0-16)	<ul style="list-style-type: none"> Extensive programme with GCC education and partners to garner the views of young people on their city and celebrate with a school's festival in 2025 	None identified at this time	
MARRIAGE & CIVILPARTNERSHIP	Women	Volunteering and participation opportunities will be available for all	None identified at this time	
	Men			
	Lesbian			
	Gay			

PREGNANCY & MATERNITY	Women	Volunteering and participation opportunities will be available for all	None identified at this time	
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	Volunteering and participation opportunities will be available for all	None identified at this time	

OFFICIAL

OFFICIAL
EQIA Screening Form

* 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](#).

OFFICIAL

Summary of Protected Characteristics Most Impacted

- disability
- race and/or ethnicity - minority ethnic communities
- age
- gender – women and girls

Although there are anticipated positive impacts on these particular groups above; we would anticipate that the 850 experience would impact and be of benefit across all protected characteristics.

Summary of Socio-Economic Impacts

- Education – providing education opportunities for adult and young people.
- Employment – providing opportunities to upskill and gain new skills to aid employability
- Income – providing free to attend and low-cost opportunities
- Family - providing social opportunities through in-person activations

Summary of Human Rights Impacts

A range of activities and opportunities are free to attend. Everyone has the right to attend all activations. In addition, the programme supports the UNCRC- Article 31 (leisure, play and culture) which states that: Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

4. OUTCOMES, ACTION & PUBLIC REPORTING

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

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>EQIA will be continued to be monitored via all planning and delivery of the Glasgow 850 project. A variety of forums can be used to monitor EQIA for different areas of the project and any actions can be addressed at our Programme Board Meetings, which is part of the Governance structure of the project</p> <p>The Programme Board is due to meet on 28 November and again in June 2025 to review operational delivery at the mid-way point of the project.</p>	<p>Programme Board Chaired by Susanne Miller, Chief Executive and membership consisting of service directors along with Glasgow 850 lead.</p> <p>As above</p>	<p>The Glasgow 850 project will run until December 2025.</p> <p>Programme Board meetings are scheduled every 6 weeks within planning phases and adhoc throughout 2025, when required.</p> <p>As above</p>

Public Reporting

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

5. MONITORING OUTCOMES, EVALUATION & REVIEW

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

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

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

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

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

Further information: [Equality Act Guidance](#)

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

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

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

Fairer Scotland Duty

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

Enforcement

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