

EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

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

A clear definition of what is being screened and its aims

2. Gathering Evidence & Stakeholder Engagement

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

3. Assessment & Differential Impacts

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

4. Outcomes, Action & Public Reporting

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

5. Monitoring, Evaluation & Review

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

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

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

City Centre Recovery Plan 2022 – 2024 (CCRP)

b) Reason for Change in Policy or Policy Development

A 10-year City Centre Strategy (CCS) was agreed in 2014 and a document [Getting Ahead of Change](#) covering the first five years was launched in 2014. A new five-year strategy was produced in late 2019 however the pandemic interrupted this and a City Centre Task Force was set up to oversee city centre matters over the past 18 months. In order to provide strategic guidance in the context of an uncertain economic and global environment, it was agreed to produce a two-year Recovery Plan for 2022-24. This document continues the themes of the original strategy but is far more focused on short term recovery and rebuilding. A new longer-term strategy for the period 2025 to 2030 will be developed in due course.

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

The CCRP is a very broad document that lays out the city's priorities, objectives and action programme for the city centre, compiling activity undertaken by the City Centre Regeneration Group and other internal stakeholders such as Planning, Housing, Economic Development, Transport etc.

The CCRP seeks to create a city centre which is more inclusive, innovative and sustainable and highlights those actions which will help achieve this. Key deliverables in the document include the Avenues programme, continuing delivery of the City Centre Strategy, the nine District Regeneration Frameworks and beginning to implement Planning's Strategic Development for the City Centre.

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

Ian Elder 7.10.21

e) Assessment Verified by (signed and date)

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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"> ➤ 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, 	<p>Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.</p>
<p>The original City Centre Strategy was itself subject to extensive consultation with stakeholders and communities across the city centre.</p> <p>The feedback was supportive off;</p> <ul style="list-style-type: none"> • the development of a district response • the importance of the city centre experience • improvement of transport links to and within the city centre • the greening of the city centre • the development of the Avenues concept with 	<p>All</p>	<p>As this is an update of an existing Strategy and one that is focused on recovery and rebuilding from the pandemic this document will not go out for formal public consultation.</p> <p>Noted that the majority of CCS/CCRP actions will comprise an element of public engagement as they are developed.</p>

<p>its emphasis on active travel</p> <ul style="list-style-type: none"> • support for increased residential living with the appropriate community services. <p>Prior to approval by the Council there was a formal public consultation which reiterated the above.</p>		
<p>There are two key components to the City Centre Strategy;</p> <p>District Regeneration Frameworks (DRFs). This identified nine unique districts within in the city centre and set out to develop DRFs for each. Over 10,000 people and stakeholders have been consulted and engaged. The priorities in the document combined with other analysis reflect these priorities.</p> <p>Avenues. This will transform 21 key streets in the city centre and like Sauchiehall Street will green the city centre, provide more space for pedestrians, provide segregated cycle routes and improve surface water management.</p> <p>In addition as the CCRP action programme outlines there are a range of other projects, strategies and initiatives being taken forward.</p>	<p>All</p>	<p>To a large extent the process of consultation is complete. The focus will move to delivery and working with communities as actions are delivered.</p> <p>This will range from broad engagement with stakeholders about work programmes, timetable and mitigation (Avenues) and working with communities on upgrades to play spaces or community gardens.</p> <p>EQIAs will be considered for each new Recovery Plan projects as they are brought forward.</p>

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	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
	Men	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
	Transgender	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
RACE*	White	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
	Mixed or Multiple Ethnic Groups	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
	Asian	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
	African	The intention of the Recovery Plan is to	No negative impacts have been identified at this stage.	

Further information on the breakdown below each of these headings, as per census, is available [here](#).

For example Asian includes Chinese, Pakistani and Indian etc

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		increase access for all citizens		
	Caribbean or Black	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
	Other Ethnic Group	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
DISABILITY	Physical disability	Extensive consultation on public realm changes particularly around the Avenues project.	It is recognised that groups with protected characteristics will not always share the same solutions. The solutions selected will be those that provide the best possible adaptation.	
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	Extensive consultation on public realm changes particularly around the Avenues project.	It is recognised that groups with protected characteristics will not always share the same solutions. The solutions selected will be those that provide the best possible adaptation.	
	Mental Health	Extensive consultation on public realm changes particularly around the Avenues project.	Solutions will be those that provide the best possible adaptation.	
	Learning Disability	Extensive consultation on public realm changes particularly around the Avenues project.	Solutions will be those that provide the best possible adaptation.	
LGBT	Lesbians	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	

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	Gay Men	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
	Bisexual	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
AGE	Older People (60 +)	The provision of connected green and open spaces will be developed in a way that meets the needs of different groups.	The location and potential impact of these spaces on the surrounding community will be considered.	
	Younger People (16-25)	The provision of connected green and open spaces will be developed in a way that meets the needs of different groups.	The location and potential impact of these spaces on the surrounding community will be considered.	
	Children (0-16)	The provision of connected green and open spaces will be developed in a way that meets the needs of different groups.	The location and potential impact of these spaces on the surrounding community will be considered.	
MARRIAGE & CIVIL PARTNERSHIP	Women	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
	Men	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	

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	Lesbians	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
	Gay Men	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
PREGNANCY & MATERNITY	Women	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	The intention of the Recovery Plan is to increase access for all citizens	No negative impacts have been identified at this stage.	

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

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

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Summary of Protected Characteristics Most Impacted

Those characteristics that are most impacted are disability and age. Several of the actions have to do with changes to the public realm, especially around the introduction of avenues, the introduction of more active travel routes through the city centre. There are also actions to enhance and connect green and open space and to better define their purpose. This will include support for community facilities and to support the young and old.

Summary of Socio-Economic Impacts

The key terms of the CCS are Inclusion, Innovation and Sustainability. This includes connectivity and access to employment and services. The CCS remains committed to the development of skills which is recognised as one of the key ways in which people can access the job market.

The Strategy will look at ways in which Community Wealth Building can add to the opportunities for local communities, especially around procurement.

The primary focus of the CCS and this update is the return of footfall to the city centre, either through an increase in the city centre residential population or enhancing the experience of the city centre as an Everyday and Metropolitan City. As part of the work of the DRFs a 20-minute neighbourhoods approach will be adopted to ensure that all citizens have access to appropriate community infrastructure.

Summary of Human Rights Impacts

No significant negative impacts have been identified at this time the main purpose of the Recovery Plan is to support the vibrancy and economic health of the city centre addressing inclusion, sustainability and Innovation.

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4. OUTCOMES, ACTION & PUBLIC REPORTING

Screening Outcome	Yes /No Or / Not at This Stage
<p>Was a significant level of negative impact arising from the project, policy or strategy identified?</p>	<p>Not at this stage. Projects will address many concerns from housing to public realm, from active travel to support for skills development.</p>
<p>Does the project, policy or strategy require to be amended to have a positive impact?</p>	<p>Not at this stage. As each of the projects are brought forward, we will consider the best possible adaptation to achieve positive impacts</p>
<p>Does a Full Impact Assessment need to be undertaken?</p>	<p>Not at this stage. This is will be assessed on a project by project basis. This means that we will be able to respond flexibility to individual project screening</p>

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	assessments.
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<p style="text-align: center;">Actions: Next Steps</p> <p style="text-align: center;">(i.e. is there a strategic group that can monitor any future actions)</p>		
Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s)
<p>The Recovery Plan 2022 – 2024 will be presented to the City Administration Committee October 2022.</p>	<p>Jane Laiolo, Group Manager, City Centre Regeneration (City Centre Strategy and City Centre Avenues)</p> <p>City Centre Taskforce (CCTF) co-chaired by Councillor Millar, Deputy City Convenor for Inclusive Growth and Stuart Patrick, Chief Executive of Glasgow Chamber of Commerce.</p>	<p>The CCTF comprises representatives from all core private sector city centre industries, Council services, ALEOs, FE/HE institutions and the Scottish and UK Government.</p> <p>The plan contains actions that will be delivered within the 2022 to 2024 timescale and will develop others that will be developed as part of the new longer-term strategy that will be developed for 2025 to 2030.</p> <p>The CCTF will be responsible for overseeing the delivery of the plan.</p> <p>There will be bi-annual reports on progress on the City Centre Plan to the Neighbourhoods, Housing and Public Realm City Policy Committee.</p>

Public Reporting

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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)

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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.