

# 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

Roads Infrastructure Annual Status and Options Report  
Asset Improvement Funding Options – (Funding above “steady state”)

b) Reason for Change in Policy or Policy Development

The Status and Options Report is a product of our Roads Asset Management Plan, it records the condition of our road infrastructure assets and provides a means of identifying and prioritising the overall funding needs of our assets.

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

The report contains a section on each asset group outlining historical condition, investment requirements and funding options. This EQIA assesses the impact of the funding options that improve the overall condition of assets. (Funding above “steady state level”)

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

Peter McGillivray

e) Assessment Verified by (signed and date)

Kevin Hamilton

## 2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <ul style="list-style-type: none"> <li>➤ age</li> <li>➤ disability,</li> <li>➤ race and/or ethnicity,</li> <li>➤ religion or belief (including lack of belief),</li> <li>➤ gender,</li> <li>➤ gender reassignment,</li> <li>➤ sexual orientation</li> <li>➤ marriage and civil partnership,</li> <li>➤ pregnancy and maternity,</li> </ul>	<p>Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.</p>
<ul style="list-style-type: none"> <li>• Historical Condition Data</li> <li>• GCC Equality Outcomes</li> <li>• Customer Surveys</li> <li>• Customer Reports and Enquiries</li> <li>• Feedback from Local Area Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• All protected characteristics are covered as investment in our roads assets impacts on all users</li> </ul>	<ul style="list-style-type: none"> <li>• Not at this time, should any funding options be taken forward then further assessment and consultation will be undertaken</li> </ul>

### 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	Yes	Yes	<p>To support the continuing physical, social, economic, cultural and environmental regeneration of the City by improving and maintaining our road infrastructure assets.</p> <p>Improved road asset condition ;</p> <p><b><u>POSITIVE</u></b></p> <ol style="list-style-type: none"> <li>1. Promotes Economic Growth</li> <li>2. Improves access to places of employment and learning.</li> <li>3. Promotes active travel, with associated benefits to health and well-being.</li> <li>4. Provides a safer network with associated reduction in Personal Injury and damage claims.</li> <li>5. Reduced congestion and associated carbon emissions</li> </ol>

				<p><b><u>NEGATIVE</u></b></p> <ol style="list-style-type: none"> <li>1. Temporary Increase in the number of road works taking place.</li> <li>2. Temporary increase in congestion</li> </ol>
	Men	Yes	Yes	As Above
	Transgender	Yes	Yes	As Above
				As Above
<b>RACE*</b>	White	Yes	Yes	As Above
<i>Further information on the breakdown below each of these headings, as per census, is available</i>	Mixed or Multiple Ethnic Groups	Yes	Yes	As Above
	Asian	Yes	Yes	As Above

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<a href="#">here.</a> For example Asian includes Chinese, Pakistani and Indian etc				
	African	Yes	Yes	As Above
	Caribbean or Black	Yes	Yes	As Above
	Other Ethnic Group	Yes	Yes	As Above
<b>DISABILITY</b> A definition of disability under the Equality Act 2010 is available <a href="#">here.</a>	Physical disability			As Above
		Yes	Yes	
	Sensory Impairment (sight, hearing, )	Yes	Yes	As Above
	Mental Health	Yes	Yes	As Above
	Learning Disability	Yes	Yes	As Above
<b>LGBT</b>	Lesbians			As Above

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		Yes	Yes	
	Gay Men	Yes	Yes	As Above
	Bisexual	Yes	Yes	As Above
<b>AGE</b>	Older People (60 +)			As Above
	Younger People (16-25)	Yes	Yes	As Above
	Children (0-16)	Yes	Yes	As Above
	Women			As Above

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<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>		Yes	Yes	
	Men	Yes	Yes	As Above
	Lesbians	Yes	Yes	As Above
	Gay Men	Yes	Yes	As Above
	Women			As Above



<b>PREGNANCY &amp; MATERNITY</b>		Yes	Yes	
<b>RELIGION &amp; BELIEF**</b> A list of religions used in the census is available <a href="#">here</a> .	General	Yes	Yes	As Above

\* 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

All road users are impacted by the decisions taken regarding funding for our road infrastructure assets and will impact on all citizens.

## Summary of Socio Economic Impacts

Investment in our road infrastructure assets will have a positive socio economic impact, promoting economic growth and improving access to places of employment and learning.

## Summary of Human Rights Impacts

Investment in our road infrastructure assets will have a positive impact on the human rights of our citizens.

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**4. OUTCOMES, ACTION & PUBLIC REPORTING**

<b>Screening Outcome</b>	<b>Yes /No Or / Not At This Stage</b>
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)
Undertake a review and re-assessment following approval of a particular funding option.	Kevin Hamilton Peter McGillivray Brendan Frankgate	Upon the decision to implement one of the funding options

### 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.