

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

Winter Maintenance Plan (WMP) 2018-19

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

The purpose of the WMP is to set out how the winter maintenance service will be provided for Glasgow. The Council's aim is to provide an effective and efficient winter maintenance service to minimise delays due to winter weather and ensure operations are undertaken safely.

The Council has a statutory obligation under Section 34 of the Roads (Scotland) Act 1984 to take such steps as it considers reasonable, to prevent snow and ice endangering the safe passage of pedestrian and vehicles over public roads.

LES will be responsible for the work of winter maintenance on carriageways and footways. There is a risk based listing of roads, footways, pedestrian areas and cycle ways designated for salting treatment. LES will decide when and arrange for precautionary salting, post-salting, patrolling or snow clearing.

The winter service is designed to cope with an average winter but has the capability to be extended or adapted when the winter is more severe or longer duration than average.

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

Brendan Frankgate, September 2018

d) Assessment Verified by (signed and date)

Norrie Campbell, September 2018

2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

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

<p>Please name any research, data, consultation or studies referred to for this assessment:</p>	<p>Please state if this reference refers to one or more of the protected characteristics:</p> <ul style="list-style-type: none"> ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, 	<p>Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.</p>
<p>The WMP is reviewed annually to take account of elected member feedback and comment. LES attend SCOTS Roads Winter Sub Group to discuss innovation and best practice with other winter practitioners. Through the prioritisation of roads, footways and cycle ways, the gritting service is delivered to all bus routes, school access routes (including the dropping off points for assisted support needs buses), shopping centres, access routes for emergency services, access roads to park and ride stations.</p> <p>The Severe Weather Protocol (SWP) is being</p>	<p>The efficient and effective winter gritting service has a positive impact on all citizens.</p>	<p>This year, the WMP provided for an elected member consultation (every two years). The outcome was an additional segregated cycle way pilot will be undertaken.</p>

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<p>developed to take account of lessons learned from the severe winter weather 2017-18. The SWP will take account of gritting and snow clearing priorities for the Glasgow Family so that informed decisions can be made on how to prioritise LES resources.</p> <p>At a local level, there are snow wardens in each of the 56 neighbourhoods. Snow wardens are neighbourhood improvement volunteers who have been trained in gritting and snow clearing and have been provided with PPE, snow shovels and rock salt. The snow wardens augment LES in neighbourhoods by gritting and clearing snow at locations the snow warden has decided are important, e.g vulnerable, elderly and infirm residents.</p> <p>Also, to support gritting self-help, LES provides free small quantities of salt to residents so they can treat their own area or any other location they wish.</p> <p>LES provides a winter story map online to support self-help, the gritting/snow clearing do's and don'ts, winter driving information.</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	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
SEX/ GENDER	Women	√			The provision of an effective and efficient winter maintenance service.
	Men	√			As above
	Transgender	√			As above
RACE*	White	√			As above
<i>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</i>	Mixed or Multiple Ethnic Groups	√			As above
	Asian	√			As above
	African	√			As above
	Caribbean or Black	√			As above
	Other Ethnic Group	√			As above
DISABILITY	Physical disability	√			As above
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	√			As above
	Mental Health	√			As above

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	Learning Disability	√			As above
LGBT	Lesbians	√			As above
	Gay Men	√			As above
	Bisexual	√			As above
AGE					
	Older People (60 +)	√			As above
	Younger People (16-25)	√			As above
	Children (0-16)	√			As above
MARRIAGE & CIVIL PARTNERSHIP					
	Women	√			As above
	Men	√			As above
	Lesbians	√			As above
	Gay Men	√			As above
PREGNANCY & MATERNITY					
	Women	√			As above
RELIGION & BELIEF**					
	See note A list of religions used in the census is available here .	√			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.

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

4. OUTCOMES, ACTION & PUBLIC REPORTING

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No Or /Not At This Stage	Further Action Required/ Action To Be Undertaken	Lead Officer and/or Lead Strategic Group	Timescale for Resolution of Negative Impact/ Delivery of Positive Impact
Was a significant level of negative impact arising from the project, policy or strategy identified?	Not at this stage	Annual review of WMP	Christine Francis	Annually or sooner if further lessons are to be learned from severe weather.
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?	Not at this stage	Implementation of service will be monitored.		
If none of the above is required, please recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		The winter maintenance service will continue to be monitored to identify any potential equality issue.		Ongoing.

PUBLIC REPORTING OF SCREENING ASSESSMENT

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

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end 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](#)

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.