

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 eNeutralpected outcomes for all groups.

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

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

An update on the development of a new policy for electric vehicles in the city of Glasgow.

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

Key outcome: To support the transition to a greater use of electric vehicles in Glasgow.

Other outcomes:

To reduce carbon emissions from the transport sector.

To improve air quality.

Supporting activities:

Further developing the public charging infrastructure in the city.

Seeking opportunities for the Council fleet to make greater use of electric vehicles.

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

Duncan Booker 18 October 2018

d) Assessment Verified by (signed and date)

Andy Waddell

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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 eNeutralising 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"> ➤ 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.
UK Census data (2011)	All	
Scottish Household survey data (2012)	All	
Glasgow City Council mapping of Refugee/Asylum Seekers and BME population (2015)	BME population, with particular reference to refugees and asylum seekers	
Scottish Index of Multiple Deprivation (2016)	All	
Glasgow City Council population and neighbourhood data (2017)	All	
Safe and Sound campaign	Visually impaired people	Concern at road safety for visually

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<p>(https://www.guidedogs.org.uk/how-you-can-help/campaigning/safe-and-sound/)</p> <p>SteerSafe press release on the potential dangers of silent vehicles https://www.steersafe.co.uk/</p> <p>Scottish Government (2015), <i>Cleaner Air for Scotland</i></p> <p>Scottish Government (2018), <i>Climate Change Plan</i></p>	<p>Visually impaired people, elderly people, children</p> <p>All, with particular reference to vulnerable groups such as people with prior respiratory illness</p> <p>All</p>	<p>impaired people, as well as elderly pedestrians and children, because of a lack of engine noise and reduced reaction time for pedestrians to the presence of electric vehicles. EU rules state that all new electric and hybrid cars should be fitted with artificial engine noise generators from 2019 and existing vehicles retrofitted by 2021.</p> <p>Electric vehicles have zero emissions at the tailpipe, thereby offering significant improvements to air quality</p> <p>Acknowledges the challenges for greater decarbonisation of the transport sector.</p>
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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	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
SENEUTRAL/ GENDER	Women	X			
	Men	X			
	Transgender	X			
RACE*	White	X			
<i>Further information on the breakdown below each of these headings, as per census, is available here. For eNeutralample Asian includes Chinese, Pakistani and Indian etc</i>	MiNeutraled or Multiple Ethnic Groups	X			
	Asian	X			
	African	X			
	Caribbean or Black	X			
	Other Ethnic Group	X			
DISABILITY	Physical disability	X			
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)	X			
	Mental Health	X			

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	Learning Disability	X			
LGBT	Lesbians	X			
	Gay Men	X			
	BiseNeutralual	X			
AGE	Older People (60 +)	X			
	Younger People (16-25)	X			
	Children (0-16)	X			
MARRIAGE & CIVIL PARTNERSHIP	Women	X			
	Men	X			
	Lesbians	X			
	Gay Men	X			
PREGNANCY & MATERNITY	Women	X			

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RELIGION & BELIEF** A list of religions used in the census is available here .		X			
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* 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 completeness 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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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?	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			
If none of the above is required, please recommend the neNeutral steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		A review of any impacts from the proposed policy on equality groups will be undertaken one year after its adoption by the Council.	Duncan Booker	

PUBLIC REPORTING OF SCREENING ASSESSMENT

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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)

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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 (transsexual 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.