

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 City Council On-Street Secure Cycle Parking

b) Reason for Change in Policy or Policy Development

Issues have been identified in relation to cycle storage which negatively impact on cycle use.

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

The proposal is to provide secure cycle parking in areas of high household density to facilitate an increase in levels of cycling via easier storage. There is potential for multiple approaches to the how the facilities are provided, however these are mainly management based with only tower blocks deviating significantly from the standard infrastructure.

In general provision will be of a large "breadbin" type cycle storage shelter with capacity for 6 bikes. These would be placed at strategic points supplanting parking bays or utilising suitable space that may have previously been subject to hard landscaping. In the case of tower blocks, larger capacity shelters possibly with concierge control may be more appropriate.

Outcomes of the project are greater levels of cycling and active travel with subsequent reductions in car use and associated in environmental and health benefits. The removal of bikes from stairwells will also reduce the levels of cycle theft from these areas, damage to fixings in listed buildings, and foster better neighbour relations.

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

Collin Little 12th September 2018

e) Assessment Verified by (signed and date)

Christine Francis

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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>Lack of storage in tenement is recognised as a barrier to cycling. To address this, on-street communal bike storage locker of a “bread bin” type with capacity of approximately 6 cycles have been piloted at a number of locations and cities. This type of provision is requested frequently. Problems with providing this have been a lack of robust management solutions. The project will seek to advance the provision of this infrastructure.</p>	<p>Cycle storage in flats and tower blocks frequently discriminates against those who may have reduced physical strength do to the need to lift cycles up stairs or manipulate cycles onto pulleys or other methods of hanging bikes from ceilings or above head height on walls.</p>	<p>The preferred model for provision of cycle parking may require the removal of car parking in some locations. This will require a TRO to change the status of the roadway that will be used to site the cycle parking lockers. This may result in objections to the TRO as a result of reduced car parking provision. Consultation will be carried out to identify request locations</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			To support the promotion of active travel uptake and social, economic, cultural and environmental regeneration of the City by promoting efficient and effective carbon neutral transport within Glasgow.
	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	It could provide a cycle storage solution to those with impaired levels of physical strength.		As above
<i>A definition of disability under the</i>	Sensory Impairment (sight, hearing,)			As above

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<i>Equality Act 2010 is available here.</i>	Mental Health			As above
	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	It could provide a cycle storage solution to those with lower levels of physical strength		As above
RELIGION & BELIEF**				
<i>A list of religions used in the census is available here.</i>	See note			As above

*
For reasons of brevity

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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

Physical Disability, by way of reduced physical strength potential to gain most benefit.

Summary of Socio Economic Impacts

Supports the promotion of active travel uptake and social, economic, cultural and environmental regeneration of the City by promoting efficient and effective carbon neutral transport within Glasgow across all protected characteristics.

Summary of Human Rights Impacts

Potential to remove storage problems as a barrier to active travel and so improved health to all residents.

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?	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

<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)
Monitor after implementation	Collin Little	Ongoing

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.