

**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. **Evidence & Engagement**  
Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)
3. **Differential Impact**  
Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level
4. **Outcomes and Action**  
Develop an action plan to make changes where a negative impact has been assessed
5. **Monitoring Outcomes and Next Steps**  
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

Seven Lochs Wetland Park

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

The Seven Lochs Wetland Park project brings together approximately 20km<sup>2</sup> of lochs, parks, nature reserves and woodlands between Glasgow and Coatbridge. The project is a partnership between Glasgow City Council, North Lanarkshire Council, Forestry Commission Scotland, Scottish Natural Heritage and The Conservation Volunteers.

The project has been awarded Stage 1 (development) funding from the Heritage Lottery Fund (HLF). The assets and activities established through a future Stage 2 HLF funding bid will play a major role in developing the Seven Lochs Wetland Park as a heritage destination and supporting local regeneration are:

- A restored and better interpreted Provan Hall
- Visitor gateways (Hogganfield, Auchinlea Park/Provan Hall and Drumpellier) offering information, interpretation and a range of high quality visitor activities and services
- Improved access, interpretation and other infrastructure at parks, local nature reserves and FCS woodlands
- New local nature reserve at Frankfield Loch
- A network of paths, trails and associated interpretation, linking heritage sites with existing and proposed new communities in the area and establishing active travel routes through the park
- Volunteering, training and employability programmes linked to heritage restoration and management
- Hubs for heritage learning and engagement activity, including projects with schools and community groups at key heritage sites.
- Website, social media and other communication materials and visitor information

It is envisaged that the Wetland Park will have a positive economic impact in relation to increased visitor numbers to the areas surrounding the park. There will be direct employment, volunteering and training opportunities in the five year implementation phase. The improvements to the environment will positively impact on the development potential for sites within and surrounding the park boundary. The main emphasis of the park development is to increase accessibility, both physical and intellectual, to the wetlands areas surrounding the north and east of the city. Improvement of existing path networks and creation of new links will make it easier for residents and visitors to participate in active outdoors recreation, encompassing all the physical and mental health benefits that allows. Improved interpretation and education will engage visitors with the natural and built heritage.

It is envisaged that visitors to the park will include all of the equality groups considered by this assessment.

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

Fiona McKinnon

November 2015

d) Assessment Verified by (signed and date)



November 2015

**2. EVIDENCE & ENGAGEMENT**

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief.	Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation.
Seven Lochs staff have had a presence at a number of community events over the summer 2015, and staff continue to attend events and give presentations to community groups / networks within and around the park	All groups	There will be ongoing community consultation and engagement throughout the 5 year implementation phase of the project
Over 750 people have taken part in events within the park since April this year. Further events are planned at gateway sites in the coming months	All groups	
19 volunteer projects across 8 sites have been delivered since the start of April 2015, achieving a total of 205 volunteer days with 48 participants	All groups. Volunteer groups include specific activities targeting mental health issues and a range of physical abilities	
Understanding the Contribution Parks and Green Spaces can make to Improving People's Lives - GreenSpace (no date - c. 2011)	Children & young people, older people, disabled, BME	
Over 1000 visitors and residents have been surveyed during 2014/15 in a variety on online/telephone and face to face surveys	All groups	No potential equalities issues were raised
Parks for People Impact Evaluation – HLF – Nov 13	Disabled/vulnerable people, older people, children & young people	
Community Green: using local spaces to tackle inequality and improve health – CAFE Space 2010	BME	

**3. DIFFERENTIAL IMPACT**

Use the table below to tick where you think the project, policy or strategy has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within a equality group), based on the evidence you have collated

		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
<b>GENDER</b>	Women	✓			Creation of a new wetland park
	Men	✓			As above
<b>RACE</b>	Asian People	✓			As above
	Black People	✓			As above
	Chinese People	✓			As above
	White People	✓			As above
	People of mixed race	✓			As above
<b>DISABILITY</b>	European People (Polish, Greek, Italian, etc)	✓			As above
	Physical disability	✓			As above
	Sensory Impairment (sight, hearing, )	✓			As above
<b>LGBT</b>	Mental Health Issues	✓			As above
	Lesbians	✓			As above
	Gay Men	✓			As above
	Bisexual	✓			As above
	Transgender	✓			As above
<b>AGE</b>	Older People (60 +)	✓			As above
	Younger People (16-25)	✓			As above
	Children (0-16)	✓			As above
<b>MARRIAGE &amp; CIVIL</b>	Women	✓			As above
		✓			As above

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		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
<b>PARTNERSHIP</b>	Men	✓			As above
	Lesbians	✓			As above
	Gay Men	✓			As above
	Women	✓			As above
<b>PREGNANCY &amp; MATERNITY</b>					
<b>RELIGION &amp; BELIEF</b>	Input *	✓			As above
					As above

\* 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

## Seven Lochs Wetland Park EQIA Screening Form

Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. \*\* Equality Legislation listed a back of this document.

IMPACT	YES	NO
<b>HIGH</b>		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy.	N/A	N/A
<b>MEDIUM</b>		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected	N/A	N/A
<b>LOW</b>		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.	N/A	N/A
<b>Does the negative impact breach any of the equality legislation? **</b>		
The negative impact requires action to be taken	Immediately	Within next 6 months
	N/A	N/A

\*\* See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

4. OUTCOMES AND ACTION

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No /Not At This Stage	Further Action Required	Lead Officer	Timescale for Resolution
Was a significant impact from the project, policy or strategy identified?	No			
Does the project, policy of strategy require to be amended to have a positive impact?	No			
Does a Full Impact Assessment need to undertaken at this time?	No			
If none of the above is required, please recommend the <b>next steps</b> to be taken.  (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		Equality and accessibility will be further examined as an integral part of the development of a Parks and Open Spaces Strategy. There will continue to be engagement with residents and park visitors throughout the 5 year implementation phase of the project.	Stevie Scott	Spring 2017 – Parks and Open Spaces Strategy  2021 – Conclusion of implementation phase for the Seven Lochs Wetland Park project.



## 5. MONITORING OUTCOMES AND NEXT STEPS

The equalities impact assessment screening is not an end in itself but the start of a continuous monitoring and review process.

It is our responsibility to identify any current, new or developing issues raised by the community.

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
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called 'gender reassignment' in law)
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: <https://www.gov.uk/equality-act-2010-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: <http://www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-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.