

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.

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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

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

The Council has undertaken a review of bus lane principles and sought the views of a number of stakeholders prior to commencing this process.

The review included statistical analysis of bus journey times and passenger numbers during various times of the day. This data demonstrated that bus lanes reduced journey times and also improved the reliability in delay variation. The data also showed the times when traffic volumes and bus patronage increased and decreased during the day highlighting the optimum times that bus lanes would be beneficial. The increase and drop-off of passenger numbers also coincided with the number of buses on the road.

This review highlighted that the optimum time for bus lanes out with the City Centre is 7am – 7pm.

The findings from the review and proposed changes have also been agreed by the Statutory Quality Partnership.

These proposals will ensure that bus lanes have clear and consistent operating times across the city, provide public transport priority when required and allow general use during quieter evening periods. Furthermore, it will provide potential for future improvements to the road network in line with Council policies and objectives.

A reduction in accidental encroachment into bus lanes and improvement of public awareness of operating times are also expected to be achieved as part of these proposals.

Bus lanes within the city centre, between the city centre and the Queen Elizabeth University Hospital and Royal Hospital for Children and outwith the city centre where the bus lane operates as a traffic control function are classed as out with scope and are not included as part of these proposals.

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

Graeme Dewar 16th August 2016

d) Assessment Verified by (signed and date)

Andrew Brown, Group Manager 14th November 2016

2. GATHERING EVIDENCE & STAKEHOLDER 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.
<ul style="list-style-type: none"> • A review of current bus lane operations. • Agreement with Statutory Quality Partnership. • A consultation will be carried out with relevant transport organisations and emergency services. • Publication of proposals within Evening Times. • Publication of proposals online. • Publication of proposals within affected roads. 	<ul style="list-style-type: none"> • There is a universal right of objection to any proposed traffic regulation order. • The publication of proposals will ensure it is open to all members of the public for comment and input. 	

3. ASSESSMENT & DIFFERENTIAL IMPACTS

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Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within an 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
GENDER	Women		✓		To support the continuing physical, social, economic, cultural and environmental regeneration of the City by maintaining and promoting efficient and effective transportation services and infrastructure within Glasgow.
	Men		✓		As above
RACE	Asian People		✓		As above
	Black People		✓		As above
	Chinese People		✓		As above
	White People		✓		As above
	People of mixed race		✓		As above
	European People (Polish, Greek, Italian, etc)		✓		As above
DISABILITY	Physical disability		✓		As above
	Sensory Impairment (sight, hearing,)		✓		As above
	Mental Health Issues		✓		As above
LGBT	Lesbians		✓		As above
	Gay Men		✓		As above
	Bisexual		✓		As above
	Transgender		✓		As above
AGE	Older People (60 +)		✓		As above
	Younger People		✓		As above

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	(16-25)				
	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	All faith groups		✓		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

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

** 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, ACTION & PUBLIC REPORTING

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	None		
Does the project, policy of strategy require to be amended to have a positive impact?	No	None		
Does a Full Impact Assessment need to undertaken?	No	None		
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?)		Monitor after implementation	Michael Brady	

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 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.

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Legislation

The Race Relations (Amendment) Act 2000 extends the scope of the Race Relations Act 1976 to cover all the functions of the Council. It gives most public authorities, including the Council, a general duty to promote race equality. That duty requires the Council when carrying out our policies, employing people and delivering services, in partnerships or otherwise, to have due regard to the need to

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity; and
- Promote good relations between persons of different racial groups.

The general duty is supported by specific duties that cover, among other things, employment, training and ethnic monitoring.

Disability Discrimination Act There is a general duty which applies to all public authorities, plus additional specific duties to support the majority of public authorities in achieving the outcomes required by the general duty. The basic requirement for a public authority when carrying out their functions is to have due regard to the need to do the following:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Disability Discrimination Act
- eliminate harassment of disabled people that is related to their disability
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires more favorable treatment.
- Due regard' means that authorities should give due weight to the need to promote disability equality in proportion to its relevance.

The Gender Equality Duty and Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The Equality Act 2006 amended the Sex Discrimination Act 1975 to place the statutory duty on public authorities, when carrying out their functions, to have due regard to the need to:

- eliminate unlawful discrimination and harassment; and
- promote equality of opportunity between men and women

The 2010 Act consolidated this legislation. This is the general gender equality duty, which is supported by specific duties that cover among other things equal pay, occupational segregation and education.

To have due regard means that the weight given to the need to promote gender equality is proportionate to its relevance to a particular function. It will mean giving more consideration and resources to functions or policies that have most effect on the public, or the Council's employees, or on a section of the public or on a section of the Council's employees, for example, transsexual employees.

The gender equality duty incorporates a statutory duty to pay due regard to the need to eliminate discrimination and harassment towards transsexual staff. This applies at present to employment and vocational training.