

Equality Impact Screening (CORPORATE)

| 1. SUMMARY INFORMATION | |
|--|---|
| Name of policy / project: | Corporate Social Responsibility Statement |
| What is the aim or purpose of the policy / project? | To demonstrate the organisations commitment to delivering opportunities, beyond our statutory requirements and regulations, to benefits for the people, communities and business in Glasgow |
| Who is affected by this policy / project? | All employees and member of the general public engaged with the company services or provisions |
| Who is responsible developing this policy or delivery of this project? | Corporate Support |
| Date of Assessment | 09.08.16 |

| 2. INITIAL SCREENING QUESTIONS – DOES THIS POLICY / PROJECT: | YES | NO |
|--|-----|----|
| Introduce a new policy or amends an existing policy affecting employees? | | No |
| Involve a change of departmental or Company structure? | | No |
| Involve a reduction or increase in workforce? | | No |
| Change employee's terms and conditions | | No |
| Change employee's working hours? | | No |
| Change employee's work location? | | No |
| Change aspect of employee's physical work environment? | | No |
| Introduces new or amends existing working practices for employees? | | No |

| 3. EQUALITY ACT 2010 SCREENING QUESTIONS | | |
|---|--------------------------|--|
| Question | Protected Characteristic | Potential Impact |
| 1. Will this policy or decision impact on each of the groups shown opposite in different or particular ways? If yes please provide detail in the end column. | Age | The statement outlines the objectives that will be delivered as part of the organisation's commitment to corporate social responsibility. These objectives represent additionality to the strategic priorities and provide further benefit and support to members of communities with protected characteristics. |
| | Disability | |
| | Gender Reassignment | |
| | Pregnancy & Maternity | |
| | Race | |
| | Religion or Belief | |
| | Sex (Gender) | |
| Sexual Orientation | | |

| Question | Protected Characteristic | Potential Impact |
|---|--|---|
| <p>2. Is there a risk that any part of this policy or decision could cause discrimination to any of the groups opposite?</p> <p>If yes please provide detail in the end column.</p> | Age N | <p>None. The statement highlights objectives which are in line with the strategic priorities of the organisation. The strategic objectives include:</p> <ul style="list-style-type: none"> • Reducing environmental incivility • Reducing offending behaviour across Glasgow • Supporting victims of domestic abuse • Improving Community Safety <p>The strategic objectives have been assessed and do not demonstrate a risk, in part or whole, to any community / communities with protected characteristics.</p> |
| | Disability N | |
| | Gender Reassignment N | |
| | Pregnancy & Maternity N | |
| | Race N | |
| | Religion or Belief N | |
| | Sex (Gender) N | |
| Sexual Orientation N | | |
| Question | Equality Act 2010 duties | Potential Impact |
| <p>3. How can this policy or decision help us to:</p> | Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010? | <p>The statement highlights the organisation's commitment to building stronger, proactive relationship with communities, businesses and other key partners in the delivery of statutory duties as well as any addition support and provisions.</p> <p>The above supports all three general duties in providing an construction process by which proactive communication and engagement can be developed with communities and service providers (corporate and non-corporate).</p> |
| | Advance equality of opportunity between people who share a relevant protected characteristic and those who do not? | |
| | Foster good relations between people who share a protected characteristic and those who do not? | |

| 4. EVIDENCE OF IMPACT | | |
|---|---------------------------|---|
| <p>In coming to the above decision, with whom have you consulted and/ or what information was gathered?</p> | Consulted with / Research | <p>The Corporate Social Responsibility Statement has been developed through research into similar</p> |
| | Details of when / how | |

| | | |
|---|----------------------|--|
| (Sources such as: Household Surveys, consultations, research reports, equality monitoring, customer feedback forms, complaints etc.). | Outcome and findings | approaches by comparative organisations and the impact of adopting such an approach to the delivery of equality in service and support to all. |
|---|----------------------|--|

5. PUBLIC INTEREST

| | | |
|--|----------|---|
| Is there any public concern that the functions / policies / project are being operated in or likely to operate in a discriminatory manner. Or that they are likely to be discriminatory ? (E.g. media report, research, etc.) | A little | No public concerns identified. |
| | Some | Overall the adoption of a Corporate Social Responsibility Statement is seen as a positive approach by the general public. |
| | A lot | |

6. ANY OTHER INFORMATION

| |
|--|
| |
|--|

7. ASSESSMENT

| | |
|--|----|
| Given the information above is a full Equality Impact Assessment required? | No |
|--|----|

5. SCREENING SIGN OFF

| Responsibility | Print Name | Signature | Date |
|--|------------|-----------|----------|
| Officer responsible for the screening. | N Hamid | | 09.08.16 |
| Equality Officer | | | |
| Head of Service Approval | | | |
| Document / information for publication to either: (a) CSG Web Site (b) CSG Intranet (c) Neither | C | | |