

**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

The Glasgow City Council (St George's Road/Charing Cross) (Traffic Management and Parking Controls) Order 202__

b) Reason for Change in Policy or Policy Development

To improve accessibility and increase the use of active travel modes on St George's Road.

The proposed amendment to the existing Traffic Regulation Order currently in place on St George's Road. By doing so, this will restrict parking and loading opportunities and facilitate the introduction of a two way cycle track that will have an enforceable restriction to ensure that they can be kept clear of vehicles.

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

This order will implement restrictions to support the introduction of a new two-way segregated cycle track adjacent to the existing footway along St George's Road from Garscube Road to Charing Cross. The order will provide cycle and pedestrian priority to support sustainable and active transport travel choices. Development of the route will provide links to a network of existing walking and cycle routes spanning the surrounding areas, serving parks, shops, academic, leisure and cultural establishments.

The scheme design includes a two-way segregated cycle track, provision of cycle parking racks, disabled parking places, vehicle parking places and loading bays.

As well as supporting the provision of the above, the order will also prohibit driving on the cycle track. The reduction in through-traffic will then facilitate carriageway reallocation in favour of active and sustainable travel.

This cycling and walking corridor will link into the wider network and is characterised by features such as greater space for pedestrians and a segregated cycle track.

This corridor will support and enhance ongoing regeneration of the surrounding area, promoting active and sustainable travel helping make cycling and walking the most convenient modes of transport over short distances.

The promotion of this Traffic Regulation Order will help to improve safety, accessibility and increase the use of active travel modes on St George's Road and helps to support the following transport strategies/Council policies;

Glasgow Transport Strategy 2022:

Overarching outcomes:

- Transport contributes to a successful and just transition to a net-zero carbon, clean and sustainable city.
- Transport has a positive role in tackling poverty, improving health and reducing inequalities.

Active Travel Strategy 2022 - 2031

Themes of the Active Travel Strategy 2022:

- Theme 1: Connectivity, people and place – rebalancing our streets and spaces.
- Theme 2: Unlocking change – Enabling everyone to walk wheel and cycle.

Aims of the City Network:

- Enable direct, clear active travel journeys to everywhere in Glasgow, for everyone in Glasgow.
- Eliminate traffic danger as a reason not to cycle.

Glasgow is committed to ensuring that the City is Carbon Neutral by 2030. The creation of safe and easily accessible active travel infrastructure is a key part in ensuring that this commitment can be met. Glasgow is leading the way in working towards the Scottish Government target of achieving NET ZERO as a nation by 2045.

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

Suzette Aidoo, 24 April 2023

e) Assessment Verified by (signed and date)

Kevin Argue, 27 April 2023

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>The introduction of a Traffic Regulation Order will require the proposal to be publicised as per The Local Authorities' Traffic Orders (procedure) (Scotland) Regulations 1999.</p> <p>The proposed changes to the existing traffic regulation order on St George's Road will be advertised in the Glasgow Times and on the Glasgow City Council website along with notices displayed and maintained on St George's Road.</p>	<p>There is a universal right of objection to any proposed Traffic Regulation Order.</p> <p>The publication of proposals will be made available in the media, online and on street to ensure that all members of the public can provide comment and input.</p>	<p>In addition to the statutory requirements, officers will notify ward members through a ward notification in the same way as is done for restrictions associated with roadworks. The Regulations require that Safety Notices are advertised on street and this will be undertaken in line with normal procedures. The Traffic Regulation Order will be advertised in a newspaper, again in line with standard procedures. In addition, information on restrictions will be made available online and through social media channels.</p>

<p>The statutory consultation procedure for Traffic Regulation Orders will be undertaken with relevant stakeholders, transport organisations and emergency services.</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	<p>Creation of a more liveable place that puts people, rather than vehicles, first. This will be achieved through rebalancing the streets towards walking and cycling, while still allowing vehicular access.</p> <p>The improvement in public realm will have a positive impact on people’s ability to use these spaces safely and with confidence.</p> <p>The introduction of parking and loading restrictions will allow for the protection of those cycling on St George’s Road which could have a positive impact on people’s ability to use these spaces safely and with confidence.</p> <p>One of the main barriers to the uptake of cycling for women is safety. The promotion of this Traffic Regulation Order will assist with addressing this barrier to women cycling.</p>	<p>Restricted parking and loading opportunities on St George’s Road.</p>	<p>The proposals support the promotion of active travel uptake and social, economic, cultural and environmental regeneration of the City by promoting low cost, efficient and effective carbon neutral transport within Glasgow and specifically on St George’s Road.</p> <p>The proposed Traffic Regulation Order may help to increase the number of people choosing to cycle on St George’s Road. Separating cyclists from vehicular traffic, and reducing the width of carriageway running lanes will assist with lowering vehicular speeds and will also contribute towards a reduction in accidents.</p> <p>The initial proposal will result in improved road safety, reduce vehicular demand and enable greater priority to be given to pedestrians and cyclists.</p>

				<p>Studies have shown that women are more likely than men to perceive cycling as unsafe, even in situations where the actual risk of injury is low. To address this issue, investing in better cycling infrastructure such as the provision of a new direct and visual route on St George's Road improves passive surveillance and makes cycling safer and more accessible for everyone.</p> <p>Personal safety is a concern for many women who may feel vulnerable cycling alone or in certain areas. This can be exacerbated if there are fewer cyclists around or if the cyclist are in an area with high levels of traffic. Improved street lighting at the underpass on St George's Road and replacement of the street lighting overheads on Maryhill Road and Garscube Road will improve street lighting in the area.</p> <p>As part of Glasgow City Council's Strategic Plan 2022-2027, the council is committed to develop, secure funding for and implement local infrastructure changes in line with a Liveable Neighbourhoods approach for every single community by 2030 so that our local streets are safe and pleasant for everyone to walk, wheel, cycle, play and spend time in.</p>
	Men	As above	As above	As above

OFFICIAL

Appendix 4

EQIA Screening Form

	Transgender	As above	As above	As above
RACE*	White	As above	As above	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	As above	As above
	Asian	As above	As above	As above
	African	As above	As above	As above
	Caribbean or Black	As above	As above	As above
	Other Ethnic Group	As above	As above	As above
DISABILITY	Physical disability	<p>The proposals have the potential to significantly improve access for disabled people, with less priority given to vehicles and more emphasis on creating safe, accessible spaces with appropriate facilities such as dropped kerbs and crossings points. Additional features in the improved public realm such as seating areas will also benefit those with physical disabilities by providing rest points.</p> <p>The use of clear signage and markings to help guide all road users</p>	<p>The use of kerbs with a minimum 60mm upstand to separate cycle routes from pedestrian areas could pose an issue to people with mobility issues. Provision of dropped kerbs at frequent intervals should however ensure that access for all can be maintained.</p> <p>By using both dropped kerbs and tactile paving, a more inclusive and accessible environment for</p>	<p>As Above</p> <p>The inclusion of free parking for disabled badge holders will still be available within the surrounding parking schemes.</p>

OFFICIAL

OFFICIAL

Appendix 4

EQIA Screening Form

			<p>people with disabilities can be achieved.</p> <p>The use of 'floating' bus stops can pose as a concern however, the proposed design solution is the most appropriate for St George's Road. Several 'floating bus stops' have been in use in Glasgow and other cities in the UK and they are found to be safe and beneficial.</p> <p>Crossing points at junctions and bus stops - Additional road markings would be introduced to the cycleway and tactile paving would be introduced to the footway.</p>	
<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	<p>Sensory Impairment (sight, hearing,)</p>	<p>The Cycle lane will be finished in a contrasting material to the footway which will increase safety for people with visual impairments.</p>	<p>Pedestrians will be required to cross the segregated cycle routes to access bus stops and crossing points. Coloured tactile paving will be used to both alert pedestrians of the cycle route crossing point and to alert cyclists of the potential for pedestrians to be crossing ahead.</p> <p>Concerns relating to collision between cyclists and pedestrians</p>	<p>As above</p>

OFFICIAL

			<p>could potentially impact more on disabled people. To mitigate this, formal crossing points will be provided to ensure that people with visual impairments can cross the cycle routes with confidence.</p> <p>The way in which the segregated cycle routes will be separated from pedestrians could negatively impact people with disability. The use of 60mm kerbs rather than a simple painted line or surface texture contrast will mitigate this issue.</p> <p>Areas with high trip generators such as the Woodside Library and at Charing Cross will have signalised crossing points installed to improve pedestrian safety by providing a clear and predictable means of crossing the road.</p> <p>Toucan crossing will be installed at Maryhill Road/Phoenix Road/St George's Road junction and at St George's in the Fields building.</p> <p>Toucan crossings are designed to be accessible for disabled people as they typically feature tactile paving that provides a warning to visually impaired pedestrians that they are approaching a crossing.</p>	
--	--	--	---	--

OFFICIAL

Appendix 4

EQIA Screening Form

			<p>This level surface of the crossing will make it easier for people with mobility impairments such as wheelchairs and walkers to navigate safely.</p> <p>They generally are wider than standard pedestrian crossings, which can provide more space for disabled people to cross the road, particularly those who use mobility aids such as wheelchairs or mobility scooters.</p>	
	Mental Health	<p>Creation of a more liveable place that puts people, rather than vehicles, first. This will be achieved through rebalancing the streets towards walking and cycling, while still allowing vehicular access.</p> <p>The improvement in public realm will have a positive impact on people's ability to use these spaces safely and with confidence.</p>	As above	As above
	Learning Disability	<p>As Above</p> <p>Also, less cluttered, more clearly defined spaces with a focus on pedestrians and cyclists instead of vehicles could help to create a better environment for people with learning disabilities to navigate.</p>	As above	As above
LGBT	Lesbians	Creation of a more liveable place that puts people, rather than vehicles, first. This will	As above	As Above

OFFICIAL

OFFICIAL

Appendix 4

EQIA Screening Form

		<p>be achieved through rebalancing the streets towards walking and cycling, while still allowing vehicular access.</p> <p>The improvement in public realm will have a positive impact on people's ability to use these spaces safely and with confidence</p>		<p>The introduction of the signalised junctions with pedestrian and cycle crossings, segregated cycle routes and improved public spaces will encourage a greater number of people to walk and cycle.</p> <p>Separating cyclists from vehicular traffic, and employing Quiet-way routes that offer with lower traffic volumes and lower vehicle speeds will also reduce the risk of accidents</p>
	Gay Men	As above	As above	As above
	Bisexual	As above	As above	As above
AGE				
	Older People (60 +)	As above	As above	As above
	Younger People (16-25)	As above	As above	As above
	Children (0-16)	The promotion of this Traffic Regulation Order to restrict parking and loading on St George's Road will enable children to travel by bicycle more safely to and from the nearby schools.	As above	As above
MARRIAGE & CIVIL PARTNERSHIP				
	Women	As above	As above	As above

OFFICIAL

OFFICIAL

Appendix 4

EQIA Screening Form

	Men	As above	As above	As above
	Lesbians	As above	As above	As above
	Gay Men	As above	As above	As above
PREGNANCY & MATERNITY	Women	As above	As above	As above
RELIGION & BELIEF** A list of religions used in the census is available here .	See note	As above	As above	As above

** 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 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](#).*

OFFICIAL

Summary of Protected Characteristics Most Impacted

For most groups with Protected Characteristics, the promotion of this Traffic Regulation Order to change the existing parking and loading restrictions on St George's Road will have a positive impact by providing a safer environment for those cycling by protecting the cycle track. These measures will also help to create more liveable places that put people, rather than vehicles, first.

There is potential for some people with physical disabilities to be impacted by the proposals, particularly in relation to the available parking opportunities. Feedback received during previous consultation event suggested that disabled bays are needed at vantage places. The project team have made significant progress in increasing the number of disabled parking bays for people with disabilities. There will be one on Glenfarg Street, three on St George's Road and one on Clarendon Place.

The design team will consider all available information and views carefully when progressing the designs and ensure, where possible, that access for all is maintained at all times.

Summary of Socio Economic Impacts

The proposals seek to improve opportunities and access to sustainable and/or active travel by enhancing local environments and improving conditions for those walking, wheeling and cycling. By addressing barriers to social mobility and improving access to services this project can help to support positive mental health and wellbeing outcomes.

The proposals support the promotion of active travel uptake and social, economic, cultural and environmental regeneration of the City by promoting low cost, efficient and effective carbon neutral transport within Glasgow.

Summary of Human Rights Impacts

The promotion of this Traffic Regulation Order will encourage a greater number of people to walk and cycle which would have associated health benefits. Separating cyclists from vehicular traffic, and reducing the available carriageway width will assist with lowering traffic speeds which may also reduce the risk of accidents.

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?	Not at this stage
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?	Not at this stage

<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)
<p>Consultation with relevant stakeholders, transport organisations and emergency services through the Traffic Regulation Order process.</p> <p>Publication of proposals for general public.</p> <p>Monitor and review if successfully implemented.</p>	<p>Technical Services, Sustainable Transport Department</p>	<p>Ongoing</p>

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.

OFFICIAL

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](#)

OFFICIAL

OFFICIAL

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.

OFFICIAL