

**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

North East Active Travel Routes (NEATR) Phase 1

b) Reason for Change in Policy or Policy Development

To improve accessibility and increase walking, wheeling and cycling provision on Broomfield Road, Balornock Road, Wallacewell Road, Northgate Road and Red Road. This will benefit people making active journeys to, commercial; community; education; faith; health; recreation; public transport; support; and housing destinations.

The proposed changes will support the objective of the North East Active Travel Routes (NEATR) project to provide improved active travel routes in the form of segregated cycle routes and improved pedestrian facilities, connecting the North East of Glasgow to the City Centre, via the Sighthill Transformational Regeneration Area (TRA). Pedestrian facilities include controlled and uncontrolled crossings, bus stops and improvements to footways and side roads.

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 permanent two-way and with flow one-way protected cycle lanes adjacent to the existing footway along Broomfield Road, Balornock Road, Wallacewell Road and Northgate Road. The extents are, Stobhill Hospital for Balornock Road; Auchinairn Road for Northgate Road; Standburn Road for Wallacewell Road; a new crossing east of Red Road for Broomfield Road.

The order will provide walking, wheeling and cycling priority to support sustainable and active transport travel choices in line with Local, Regional and National policy. 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. This will link into even more with the expansion of Glasgow's City Network as set out in the Delivery Plan 2023.

- The scheme's design features are, improved side roads; redetermining the carriageway at junctions for active travel; pedestrian crossings; one-way protected cycle lanes; two-way protected cycle lanes; disabled parking places; and vehicle parking places.
- As well as supporting the provision of the above design features, the order will prohibit driving on the protected cycle lane. One-way protected cycle lanes were installed on Wallacewell Road as part of Spaces for People and the reduction of traffic volumes through greater uptake of sustainable transport on other roads will facilitate carriageway reallocation in favour of active and sustainable travel.
- These walking, wheeling and cycling routes will link into the wider network and is characterised by features such as improved space for pedestrians and protected lanes for people on cycles.

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

This project will improve safety, accessibility and increase the use of active travel modes on Broomfield Road, Balornock Road, Wallacewell Road and Northgate Road. This 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.

Glasgow's Road Safety Plan 2020 - 2030

- Zero-deaths or serious injuries on our roads, streets, paths, and cycle lanes

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

Andrew Scoles, 09 November 2023

e) Assessment Verified by (signed and date)

Kevin Argue 14 November 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>In 2018/19 financial year, Stakeholder consultation (and internal departmental consultation with maintenance, traffic, road safety, lighting and parks) was undertaken to review proposals at an early stage. Notification was also provided to elected representatives. Proposals were published online and a questionnaire was open for a four week period from 25th July to 22nd August to gain feedback. Public drop-in event held 8th August 2018 at Beatroute Arts Centre, 285 Wallacewell Road.</p>	<p>In 2018/19 financial year, 460 properties received a postcard notification of online consultation and public drop-in event. Social media posts added to GlasgowCC Facebook and Twitter feeds to announce consultation start, notify of public drop-in event, and remind of closing date to ensure it was open to all members of the public for comment and input.</p>	<p>In 2018/19 financial year, a post-consultation review for this project was compiled and published via glasgow.gov.uk/neatr. Some concern was registered about pedestrian crossing provision in the context of visually impaired users. This project will consider the location and function of crossings and utilise the most appropriate best practice design accordingly.</p>

<p>By the end of January 2021, Glasgow's Spaces for People equality impact assessment was verified. 'Introduced during the pandemic to suppress COVID-19 and help manage demand on public transport, Glasgow's Spaces for People programme has delivered a significant number of temporary travel interventions across the city to ease physical distancing in public places, mainly through the provision of widened footways, road closures and segregated cycle lanes.' The Equality Impact Assessment considered the impact of pop-up cycle lanes like those implemented on Wallacewell Road.</p> <p>Between May and June 2021, Glasgow's independent Spaces for People Review received 3749 responses, including 7 disability groups. This survey covered improvements such as those made to Wallacewell Road.</p> <p>In November 2021, Sustrans Scotland's Spaces for People Equalities Report published in September 2022 asked a focus group of disabled people from two local authorities about their attitudes to the programme.</p> <p>Between June and August 2021, an independent and representative survey of 1,303 residents aged 16 or above captured insights on the benefits of active travel through Glasgow's Walking and Cycling Index 2021.</p> <p>Since 2022, Glasgow City Council have worked with Accessible and Inclusive Design Forum to develop favourable cycle infrastructure in terms of accessibility.</p>	<p>Glasgow's Spaces for People equality impact assessment refers to all protected characteristics.</p> <p>Glasgow's independent Spaces for People Review aggregates all protected characteristics.</p> <p>Sustrans Scotland's Spaces for People Equalities Report refers to all protected characteristics and income deprivations. For the North East Active Travel Routes assessment, the project only refers to the section relating to the disability focus group.</p> <p>Glasgow's Walking and Cycling Index 2021 refers to all protected characteristics.</p> <p>Accessible and Inclusive Design Forum refers to disability.</p> <p>Sustrans' Protected Junction Study refers to all protected characteristics</p>	<p>There has been no major change to route alignment since 2018/19 design so engagement has taken the form of Information Giving. An in-person information event took place between 14:00-19:00 on 4th October 2023 at Barmulloch Community Centre. A Storymap is available online and printed versions are available at Barmulloch Library and 231 George Street. The event space was accessible by wheelchair and the hours aimed to permit attendance after lunch, school, or work. The event was widely advertised.</p> <p>A note such as the one quoted below has been provided on consultation materials:</p> <p><i>"If anyone requires assistance, we are happy for them to let us know how we can help them. The Sustainable Transport team are here to support and can contact be contacted using the details below."</i></p> <p>Phase 2 designs will involve further consultation and the EqIA screening will be revisited.</p>
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In April 2022, Sustrans' Protected Junction Study outlined the impact Protected Junctions have on user comfort and safety.		
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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>Attractiveness 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>Directness For those without regular access to a private car, promoting sustainable forms of travel aids greater independence to reach key trip generators in a more sustainable way. The route connects to key trip generators including commercial; community; education; faith; health; recreation; public transport; support; and housing destinations. The route also connects to onwards links to City Centre via Sighthill TRA.</p>	<p>Removal/Restriction of Parking Changing short sections of carriageway where parking is currently possible on Wallacewell (Service) Road to footway and cycle track will limit availability of parking spaces. Alternative parking for private cars will be available a short distance away in each circumstance.</p> <p>Pedestrians Crossings / Shared Space Pedestrians must cross cycle infrastructure to reach the other side of the road and to reach bus stops. Zebra crossings over cycle tracks provide a dedicated space for pedestrians where cycles must give way. Where there is insufficient width to accommodate a floating bus stop, a shared space solution has been adopted which may introduce conflict with cycles.</p> <p>Small areas of shared space are used where street widths are constrained and at transitions to new types of</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 Broomfield Road, Balornock Road, Wallacewell Road and Northgate Road.</p> <p>Phase 1 of this project may help to increase the number of people choosing to cycle on Broomfield Road, Balornock Road, Wallacewell Road and Northgate Road. Separating people cycling from vehicular traffic 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>

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
		<p>Safety One of the main barriers to the uptake of cycling for women is safety. Phase 1 of this project assists with addressing this barrier to women cycling by creating segregated cycling infrastructure and protected junctions.</p> <p>Changing space that may have been used for parking and loading in favour of active travel could have a positive impact on people’s ability to use these spaces safely and with confidence.</p> <p>A greater number of pedestrian crossings have been provided to connect the community. Crossing distances have been reduced by building out footways into the carriageway. This has permitted single stage signal-controlled crossings that do not required a stagger when reduced to 15m or less. An uncontrolled example is west of Red Road on Broomfield Road and a controlled example is south of Balornock Road on Broomfield Road.</p> <p>The number of crossing points for those choosing to walk, wheel and cycle at Wallacewell Road Junction and Balornock Service Road has been</p>	<p>infrastructure. These spaces will be signed and lined as per legislation and cycles are slowed on approach to footway level via a shallow ramp that accommodates adapted cycles. All people using the space must be equally courteous of one another.</p> <p>Lane separation units such as the “orcas” used on NEATR have previously been perceived as a trip hazard however these are highly visible and supported by painted lines on the carriageway. In areas where new infrastructure is proposed or where armadillos must be replaced, we are specifying Orca MKII which has Retro-reflective beading to improve visibility in low light conditions and increase road users' awareness of cycle lane boundaries. There are also recessed white reflective markings. There are breaks in light segregation where safer controlled and uncontrolled crossing spaces are provided. An exception identified is the unpaved informal path opposite Burnbrae Street. For this, an uncontrolled crossing is available 55m to the south or 85m north where a footway reaches the other side of the informal path. This Transformational</p>	<p>Being active has a direct positive impact on our individual physical health and mental wellbeing. Research increasingly shows the real health benefits of active travel, from personal exercise, reduced air pollution and reductions in traffic accidents.</p> <p>Good active travel links can help tackle social exclusion and other inequalities by enabling affordable access to jobs and other opportunities, schools, services and facilities, particularly benefiting those on lower incomes who may rely on walking, or disabled people who are challenged by poor infrastructure.</p> <p>Evidence demonstrates the economic benefits of active travel projects around the UK includes greater consumer spend, job creation and travel time savings.</p>

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
		<p>reduced by rationalising junctions. This actively improves journeys to St Martha’s Primary School and Balornock (Service) Road. Changes to junction geometry will encourage slower turning speeds by motorised vehicles to make the area safer for people walking, wheeling and cycling.</p> <p>Comfort Lane separation units and proposed “no waiting, no loading or unloading” restrictions where there is cycle provision seek to prevent illegal parking on footways so that there is greater width available for pedestrians. Bollards have been provided on the footway opposite the shops on Wallacewell Road to physically enforce no parking so that the footway is mostly kept clear for people walking or wheeling. Cycle parking stands have been provided for the same purpose around turning heads and junction improvements where this does not negatively impact pedestrians.</p> <p>Guardrail has been removed when less likely to be controlling parking, near routes for younger people or at existing staggered crossings. The removal minimises street clutter and vertical</p>	<p>Regeneration Area site will be developed by Wheatley Homes in the coming years and will influence future crossing points.</p> <p>Signal-controlled crossings are only specified in areas where there are expected to be higher pedestrian flows. Uncontrolled pedestrian crossings are proposed in places with lower flows and refuge islands are provided to permit two-stage crossings where street widths permit. Where islands are not viable, footway buildouts have been provided to reduce the single stage crossing distance. At all uncontrolled crossings, a variety of visual aids such as directional arrows, cycle symbols, shared space roundels and “look both ways” are consistently specified.</p> <p>Cycles wait time at Junctions At signal-controlled crossings, cycles are held at a red light and must wait for pedestrians to cross.</p> <p>Removal of Bus Stops Bus stops have been rationalised and upgraded in discussion with Strathclyde Partnership for Transport (SPT). Some bus stops have been moved or</p>	

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
		<p>obstructions for people choosing to cycle in the dedicated on-road cycle lanes.</p> <p>New street clutter for statutory signage has been minimised by using existing posts wherever viable. Traffic signal designs have also sought to do the same.</p> <p>Every bus stop on the route will have high access kerbs which make it easier for people to board and alight. This especially benefits those with impaired mobility, using buggies for children or trolleys for shopping. In partnership with Strathclyde Partnership for Transport (SPT) most bus shelters will be upgraded and positioned to provide better protection from the prevailing wind.</p> <p>Adaptability Cycle provision is designed to permit use by non-standard cycles which can benefit all types of everyday journeys. Resurfacing provides a safer and more comfortable surface, and the widest viable corners permit the greatest turning circle for larger cycles.</p>	<p>removed and this will generally benefit journey times.</p> <p>To permit the new signal-controlled crossing between Drumbottie Road and Balornock (Service) Road, the bus stop south of Balornock Road and the bus stop north of Campsie Street have been rationalised. The new location is near existing lighting for the purpose of safety.</p>	
	Men	As above	As above	As above

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Appendix 4

EQIA Screening Form

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
	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	As above, and, 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 continuous footway	As above, and, The use of kerbs with a minimum 60mm upstand to separate carriageway and cycle routes from pedestrian areas could pose an issue to people with mobility issues. Provision of dropped kerbs should however ensure that access for all can be maintained.	As above

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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
		<p>provision where roads are stopped-up, and dropped kerbs and crossings points.</p> <p>All disabled parking bays have been retained across the project area and dropped kerbs have been provided to parking from new kerb separated islands between parking and cycle track.</p>	<p>Where disabled parking is located between cycle infrastructure and the footway, no lane separator units are proposed. This makes it easier to walk or wheel from parked vehicles to the footway with a wheelchair or mobility aid.</p>	
<p><i>A definition of disability under the Equality Act 2010 is available here.</i></p>	<p>Sensory Impairment (sight, hearing,)</p>	<p>As above, and,</p> <p>Tactile paving has been provided on the side of the street where improvements are being installed and where there is a crossing provided.</p> <p>Signal-controlled crossings have been favoured to zebra crossings at major crossings and junctions. To accommodate this, the zebra crossings required by the protected cycle track roundabout in 2018/19 have been avoided. The existing roundabout has instead been converted to a protected junction and is a developed typology used across Glasgow.</p> <p>RNIB and Guide Dogs Scotland have both raised concerns over the way in which segregated cycle routes will be</p>	<p>As above, and,</p> <p>In addition to the cycle routes, pedestrians will now be required to cross the new access and egress for Wallacewell (Service) Road. Contrasting tactile paving will be used to both alert pedestrians of the carriageway crossing point, and to alert people cycling and driving of the potential for pedestrians to be crossing ahead.</p> <p>Floating bus stops use a zebra crossing which are less preferable for people with sensory impairments. These have been developed in consultation with Glasgow’s Accessible and Inclusive Design Forum and are signed and lined in a manner by which accounts for</p>	<p>As above</p>

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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
		<p>separated from pedestrians and advised the use of 60mm kerbs rather than a simple painted line or surface texture contrast. The project accommodated this by minimizing the use of shared surfaces. Shared space is used on this project to facilitate crossings, connect different types of cycle infrastructure and to permit safe onward journeys.</p> <p>Concerns relating to collision between people cycling and pedestrians could potentially impact more on disabled people. Both RNIB and Guide Dogs Scotland advised the use of formal crossing points to ensure that people with visual impairments can cross the cycle routes with confidence. The project has provided new signal-controlled crossings throughout the scheme and are fitted with tactile cones.</p>	<p>legislation and encouraging courteous behaviour by everyone.</p>	
	Mental Health	As above	As above	As above
	Learning Disability	<p>As above, and,</p> <p>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	

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EQIA Screening Form

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
LGBT	Lesbians	As above	As above	As above
	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)	As above, and, The crossing at Balornock Primary school is being widened so that more people can cross on foot and by pedal cycle at peak times.	As above	As above
MARRIAGE & CIVIL PARTNERSHIP	Women	As above	As above	As above
	Men	As above	As above	As above
	Lesbians	As above	As above	As above
	Gay Men	As above	As above	As above

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Appendix 4

EQIA Screening Form

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
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](#).

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Summary of Protected Characteristics Most Impacted

For most groups with Protected Characteristics, Phase 1 of this project will have a positive impact by providing a safer environment for those walking, wheeling and cycling. 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. This is in relation to the available parking opportunities, however, the proposed redetermination of carriageway to footway is limited to 131 square metres on Wallacewell (Northern Service) Road. This stopping up results in the requirement for a turning area but, when considered with Rule 243 of the Highway Code (Revision 27 July 2022), the loss of space for parking is very limited. All disabled parking bays have been retained.

The design team will consider all available information and views carefully when progressing the design 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

Phase 1 of the project will deliver an enhanced environment at Red Road, Broomfield Road, Balornock Road, Wallacewell Road and Northgate Road, by improving pedestrian and cycle space which will encourage more people to walk and cycle, which would have associated health benefits.

Phase 1 of this project will encourage a greater number of people to walk and cycle. Separating people on cycles from motorised vehicular traffic and reducing the number of crossing conflict points 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?	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)
<p>Consultation with relevant stakeholders, transport organisations and emergency services through the Redetermination Order and Traffic Regulation Order processes.</p> <p>Publication of proposals for public information.</p> <p>Monitor and review if successfully implemented.</p>	<p>Andrew Scoles, Transport Planning and Delivery, Sustainable Transport, NRS</p>	<p>12 months following possible introduction of the proposals</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.

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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](#)

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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.

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