

EQUALITY IMPACT ASSESSMENT (EQIA)

Introduction to the EQIA process

A successful **EQIA** 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 publicly 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

Child Poverty (Glasgow's LCPAR) – 2023

b) Reason for Change in Policy or Policy Development

In December 2017 the Child Poverty (Scotland) Act 2017 was introduced to tackle child poverty in Scotland. The Act also places a duty on local authorities and health boards to develop, produce and deliver Local Child Poverty Action Reports (LCPAR).

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

The levels of Child Poverty in Glasgow are amongst the highest in Scotland and the scale of the challenge for the council and Health Board is significant. Measuring rates of child poverty is not an exact science, what we know about child poverty in a Glasgow context is that it is increasing in prevalence across the city. Glasgow has around thirty-eight thousand children living in poverty, this represents one in every three children - which is 34% of children in the city. Since 2015 there has been a 5.1% increase¹.

As of 2023. – Glasgow's bespoke analysis of child poverty, using those in receipt of key benefits as a proxy, sets out that there were 26,166 children living in poverty (25%) in the city. This is 1,829 less children in poverty than 2021 (27,995), but still represents an increase of 681 on the levels reported in our baseline report in 2020 (25,485)².

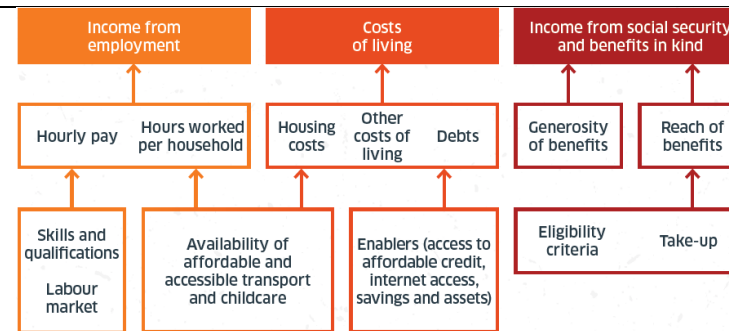
There are many reasons why children are living in poverty, Child Poverty is defined by the experience of material deprivation and lack of financial resources which can be driven by factors such as low pay, changes to in-work benefits, problem debt and being out of work. A further challenge with this is due to continued welfare reform changes and benefit freeze by the UK Government. The Institute of Fiscal Studies estimate that rates of child poverty are expected to increase from 37,500 to 50,000 children in Glasgow by 2021. ³

The drivers of Child Poverty as set out by the Scottish Government fall into three main categories: income from employment, cost of living and income from social security benefits. The relationship of those drivers to wider thematic areas are summarised in the diagram below:-

¹ (2020) End Child Poverty Coalition, [Child poverty in your area 2014/15 – 2019/20](#), The Centre for Research in Social Policy at Loughborough University

² (2023) Centre for Civic Innovation. Child Poverty in Glasgow (awaiting publication)

³ (2017) Institute of Fiscal Studies, *Living standards, poverty and inequality in the UK: 2017–18 to 2021–22*, Andrew Hood and Tom Waters, [IFS Report on Child Poverty](#)



The Child Poverty (Scotland) Act 2017 sets out ambitious targets for the Scottish Government to significantly reduce child poverty in Scotland by 2030. The Act also places a duty on Local Authorities and Health Boards to develop, produce and deliver Local Child Poverty Action Reports (LCPAR) on an annual basis. All previous LCPARs can be found [here](#).

The Poverty and Inequality Commission conducts analysis of Local Child Poverty Action Reports nationally and made some clear recommendations for Local Authorities and Health Boards in 2019 including focusing on families most at risk of poverty. Every Child Every Chance, Scottish Government's child poverty delivery plan, identified a range of priority groups where the evidence shows us that prevalence of child poverty is higher. These priority groups each relate to one of more protected characteristics and on assessment of the evidence base showed the extent to which child poverty and equality overlap, with strong age, gender, ethnicity and disability dimensions:

- Lone Parents (90% of whom are women across Scotland)
- Households with a disabled parent or child
- Larger families (3+ children)
- Minority Ethnic Families
- Youngest Child aged under <1
- Mothers aged under <25

The impact of COVID-19 job losses, furlough, the cost of living crisis and drops in income have pushed more families in Scotland into poverty and we know that families who fall under a protected characteristic and/or priority families have been disproportionately affected. We already know that financial hardship has a serious effect on children and young people's learning and wellbeing. Right now, it's more important than ever to be poverty aware, and do all we can to reduce barriers to families, children and young people's learning and development.

Many programmes of work will take a person-centred approach when assisting people. They will look at the needs of the person/family as a whole and often provide a solution based on these needs. Monitoring and intersectionality are being considered on a specific programme basis.

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In early 2022 Glasgow established its Child Poverty Pathfinder, a response to the national “*Best Start, Bright Futures – Child Poverty Action Plan*”. The Pathfinder, a partnership approach including the Scottish Government, has a dual focus; reducing child poverty levels, whilst also identifying and addressing systemic barriers to enable prioritisation of prevention and earlier intervention. This aims to *better align our strategic approach to child poverty within the city. This will ensure that we maximise our resources to deliver a preventative and early intervention approach to reduce the scale, and extent to which, children, young people and families experience poverty.*

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

Marjorie Gaughan 1st September 2023 and Afton Hill 1st September 2023

e) Assessment Verified by (signed and date)

Kirsty Collins 1st September 2023 and Fiona Moss (GGCNHS) 1st September, 2023

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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.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to one or more of the protected characteristics: <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, 	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.
The work of the action Plan has been informed by a significant amount of research and engagement. Details of research built upon from previous years is included below, as well as emerging research and evidence for 2023.		
Glasgow's Local Child Poverty Action Report LCPAR 2018-19 Glasgow's Local Child Poverty Action Report LCPAR 2019-2020 Glasgow's Local Child Poverty Action Summary Report LCPAR 2020 - 2021	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ race and/or ethnicity ▪ gender ▪ pregnancy and maternity 	Not at this stage
Every Child Every Chance: Tackling Child Poverty Delivery Plan 2018-22 Every Child, Every Chance: the Tackling Child Poverty Delivery Plan 2018-22	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ race and/or ethnicity ▪ gender 	Not at this stage

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<p>Every Child Every Chance: Tackling Child Poverty Delivery Plan 2022 - 2025 Every Child Every Chance: Tackling Child Poverty Delivery Plan 2022 - 2025</p>	<ul style="list-style-type: none"> ▪ sexual orientation ▪ pregnancy and maternity 	
<p>Every Child Every Chance Equality Impact Assessment Every Child Every Chance Equalities</p>	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ race and/or ethnicity ▪ religion or belief ▪ gender ▪ sexual orientation ▪ pregnancy and maternity 	<p>Not at this stage</p>
<p>Child Poverty (Scotland) Act 2017 Child Poverty (Scotland) Act 2017</p>	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ race and/or ethnicity ▪ religion or belief ▪ gender ▪ sexual orientation ▪ pregnancy and maternity 	<p>Not at this stage</p>
<p>Calton Child Poverty Network</p>	<ul style="list-style-type: none"> ▪ age ▪ gender 	<p>One of the issues identified was the need to create a leaflet for parents to simplify the different educational benefits available to them. This led to the engagement and partnership with GEMAP which subsequently set the foundations for the Financial Inclusion Support Officer (FISO) project.</p>
<p>Kinship Carers</p>	<ul style="list-style-type: none"> ▪ age 	<p>During COVID-19, we engaged with the South and North-West kinship carers to support them through the pandemic. This included providing toiletries and fresh food enhancements. We will continue to engage with this group. We reached out to the kinship carers on free transport for under 22s, the project briefing document is available ⁴</p>

⁴ [Free Bus Travel for under 22s project briefing report](#)

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<p>Consultation with families where the parent and or children are disabled</p> <p>Families With a Disabled Child Survey Report</p>	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ gender ▪ race and/or ethnicity ▪ religion or belief 	<p>On-going dialogue with organisations supporting families to further explore specific barriers to parents/children with a disability.</p>
<p>Child Poverty in Glasgow Report 2020</p> <p>Understanding the Impact of the COVID-19 Pandemic</p>  <p>Exec_Summary_Child_Poverty_Report.pdf</p>	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ gender 	<p>Both the Centre for Civic Innovation data analyses and reports give rich information on families across the city. The reports were produced from data that the council holds on Housing Benefit and Council Tax recipients and allows us to view child poverty at a granular level.</p> <p>However, they do not give ethnicity breakdown. This is due to the nature of the data that is being used – this is DWP data which does not ask for ethnicity; Therefore, this dataset will not include data on ethnicity.</p>
<p>Racial Equality and the Child Poverty (Scotland) Bill: Evidence Submission from the Coalition for Racial Equality and Rights</p> <p>Racial Equality and the Child Poverty (Scotland) Bill: Evidence Submission from the Coalition for Racial Equality and Rights</p>	<ul style="list-style-type: none"> ▪ age ▪ race and/or ethnicity 	<p>Not at this stage</p>
<p>Policy Scotland</p> <p>The Covid-19 Crisis and Universal Credit in Glasgow</p> <p>The Covid-19 Crisis and Universal Credit in Glasgow: January 2021</p>	<ul style="list-style-type: none"> ▪ age 	<p>Not at this stage.</p>
<p>Improvement Service</p> <p>Coronavirus: Considering the Implications for Child Poverty</p>	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ race and / or ethnicity ▪ gender 	<p>Not at this stage.</p>

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<p>Cost of the Nursery Day</p> <p>Cost of the nursery day: financial pressures and barriers in the early learning and childcare setting</p>	<ul style="list-style-type: none"> ▪ age 	<p>Not at this stage.</p>
<p>Exploring the Cost of the Pregnancy Pathway</p> <p>Exploring the cost of the pregnancy pathway</p>	<ul style="list-style-type: none"> ▪ pregnancy ▪ race and / or ethnicity ▪ gender 	<p>Not at this stage.</p>
<p>Poverty and Inequality Commission’s Child Poverty Delivery Plan Scrutiny</p> <p>Child Poverty Delivery Plan progress: Scrutiny by the Poverty and Inequality Commission</p>	<ul style="list-style-type: none"> ▪ age ▪ gender ▪ disability ▪ race and / or ethnicity ▪ pregnancy 	<p>As above.</p>
<p>The impact of Coronavirus on disabled parents</p> <p>The impact of the coronavirus pandemic on Disabled parents</p>	<ul style="list-style-type: none"> ▪ disability ▪ gender 	<p>Not at this stage.</p>
<p>GDA: The Disproportionate Impact of COVID-19 on Disabled People</p> <p>Disability Microbriefing: The disproportionate impact of COVID-19 on disabled people.</p>	<ul style="list-style-type: none"> ▪ disability 	<p>Not at this stage.</p>
<p>Supercharged: A Human Catastrophe</p> <p>Supercharged: A Human Catastrophe</p>	<ul style="list-style-type: none"> ▪ disability ▪ gender ▪ race and /or ethnicity 	<p>Not at this stage.</p>
<p>Poverty and the Impact of Coronavirus on Young People and Families</p> <p>Poverty and the Impact of Coronavirus on Young People and Families</p>	<ul style="list-style-type: none"> ▪ age ▪ disability 	<p>Not at this stage.</p>
<p>Poverty, Inequality and COVID-19</p> <p>Poverty, Inequality and COVID-19: A brief summary of some issues and potential impact on those living in socio-economic disadvantage</p>	<ul style="list-style-type: none"> ▪ disability ▪ gender ▪ race and / or ethnicity ▪ pregnancy ▪ age 	<p>Not at this stage.</p>
<p>Coronavirus (COVID-19) – Disabled People: health social and economic harms</p>	<ul style="list-style-type: none"> ▪ disability ▪ gender ▪ race and / or ethnicity 	<p>Not at this stage.</p>

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<p>Coronavirus (COVID-19) - disabled people: health, social and economic</p>		
<p>Coronavirus (COVID-19) – Impact on Children, Young People and Families</p> <p>Coronavirus (COVID-19) – Impact on Children, Young People and Families</p>	<ul style="list-style-type: none"> ▪ disability ▪ gender ▪ race and / or ethnicity ▪ pregnancy ▪ age 	<p>Not at this stage.</p>
<p>Tackling child poverty: third year progress report 2020-2021</p> <p>Tackling child poverty: third year progress report 2020-2021</p>	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ race and/or ethnicity ▪ religion or belief ▪ gender ▪ marriage and civil partnership 	<p>Not at this stage</p>
<p>Poverty and Income Inequality in Scotland 2017-20</p> <p>Poverty and Income Inequality in Scotland 2017-20</p>	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ race and/or ethnicity ▪ religion or belief ▪ gender ▪ marriage and civil partnership 	<p>Not at this stage</p>
<p>Scottish Government Equality Outcomes: Pregnancy and Maternity Evidence Review</p> <p>Scottish Government Equality Outcomes: Pregnancy and Maternity Evidence Review</p>	<ul style="list-style-type: none"> ▪ age ▪ race and/or ethnicity ▪ gender ▪ marriage and civil partnership 	<p>Not at this stage</p>
<p>Children and Young People (Scotland) Act 2014: National Guidance on Part 12: Services in relation to Children at Risk of Becoming Looked After, etc</p> <p>Children and Young People (Scotland) Act 2014: National Guidance on Part 12: Services in relation to Children at Risk of Becoming Looked After, etc</p>	<ul style="list-style-type: none"> ▪ age 	<p>Not at this stage.</p>
<p>The Kinship Care Assistance (Scotland) Order 2016</p>	<ul style="list-style-type: none"> ▪ age 	<p>Not at this stage</p>

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<p>The Kinship Care Assistance (Scotland) Order 2016</p>		
<p>Kinship Care Alliance Scotland</p> <p>Kinship Care Alliance Scotland</p>	<ul style="list-style-type: none"> ▪ age 	<p>Not at this stage</p>
<p>Policy Scotland: COVID-19 Micro Briefing 2: Consequences of the COVID-19 pandemic: exploring the unequal social and economic burden on women</p> <p>COVID-19 Micro Briefing 2: Consequences of the COVID-19 pandemic: exploring the unequal social and economic burden on women.</p>	<ul style="list-style-type: none"> ▪ gender 	<p>Not at this stage</p>
<p>Added 2023</p>		
<p>Progress in Tackling Child Poverty 2023</p>	<ul style="list-style-type: none"> ▪ age ▪ disability ▪ race and/or ethnicity ▪ religion or belief ▪ gender ▪ marriage and civil partnership 	<p>Not at this stage</p>
<p>The Glasgow Promise Partnership (GPP)</p> <p>Glasgow Promise Project - Event and Resource Blog - Glasgow Council for the Voluntary Sector (gcvs.org.uk)</p>	<ul style="list-style-type: none"> • mental health • disability • prevention • race and/or Ethnicity ▪ asylum seekers and refugees; 	<p>The project carried out consultation, including detailed interviews with 387 children, young people and families it suggested prioritisation of specific Groups. The following areas were highlighted;</p> <ul style="list-style-type: none"> • Mental health (for parents, young people and children); • Complex needs, ASN, ASD, disability, respite, transitions; • Poverty, cost of living, food and fuel poverty, money advice; • Early intervention, preventative work, local services; • Support for BME communities, asylum seekers and refugees; • Employability and skills development; and

		<ul style="list-style-type: none"> • Dads only Provision <p>As part of the consultation, 26 parents and young people were involved in work to co-design family support services for the future. Work will continue over the next year, to determine how co-production can help services become more holistic and joined up.</p>
NHSGGC Board Paper 22/71 Annual Delivery Plan - 25 October 2022 - NHSGGC		
Glasgow City Health and Social Care Partnership Strategic Plan 2023		
Glasgow City Council's Strategic Plan 2022 to 2027		
Glasgow City HSCP Integrated Children's Services Plan		
Glasgow City HSCP Integrated Children's Services Plan EQIA		
Scottish Government " Best Start, Bright Futures – Child Poverty Action Plan ".		
Centre for Civic Innovation ' Child Poverty: Recovering from the Covid-19 Pandemic '.	<ul style="list-style-type: none"> • Age • Sex • Disability 	This report details the level of child poverty and also, for the first time, it's persistence
GPP Consultation Report (gcvs.org.uk)		
The Cost of the School Day Programme, Child Poverty Action Group		
One Parent Families Scotland - Evaluation of Glasgow's One Parent Families Service		
Scottish Social Security report on benefit uptake		

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	Women	<p>A number of new and existing interventions to address the levels of child poverty and are targeted at women and mothers.</p> <p>Glasgow Violence Against Woman and Girls Partnership (VAWG) project named The Family Support Project originally, set up in January 2021, continues in 2022 and will look at the needs of women, children and young people from all sections of the community who experience gendered based violence. The project was renamed “Make a house a home”</p> <p>Lone Parent Support. The pandemic has had a disproportionate impact on single parents and as 90% of lone parents in Glasgow are women, funding provided to One Parent Family Scotland (OPFS) helped target women. This funding was aimed at supporting certain</p>	<p>As cited in the Socio-Economic/ Human Rights Impacts section, women / mothers are disproportionately impacted across several policy areas including access to work and caring responsibilities.</p> <p>The work we have detailed in the LCPAR 2022/23 makes headway in ensuring that the socio-economic disadvantage experienced by mothers living on low incomes is mitigated. However, we recognise that the full impact of the pandemic on women’s financial, physical and mental wellbeing is still not known and that we must be mindful of where protected characteristics intersect. For example, if a mother is disabled then access to the labour market is further</p>	<p>Women are disadvantaged in the formal labour market by a combination of employment in low pay, low profile, low progression industries and the impact of caring responsibilities on time and availability for paid work. Relative poverty rates are also highest for single women with children, although this gap is shrinking. These issues are large scale and generational.</p> <p>Women are usually the main carer and the main recipient of benefits in kind for children. Free childcare will impact on cost of living for those who currently use childcare and can transfer to free provision. It may also be advantageous to women wishing to enter paid work or to continue in work.</p> <p>The focus on Fair Start Scotland on lone parents will be beneficial in helping a key priority group - the vast majority of whom are women.</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>priority groups: mothers under 25, lone parents with a disabled child and parents from BAME communities. This programme of work sought to provide a range of supports to families, including digital inclusion, emotional, financial, employment and food support.</p> <p>Glasgow Helps Single Parents One Parent Families Scotland (OPFS) received funding for the current financial year to provide a holistic, family-centered service for single parent families. Working alongside partners, they will identify possible families who could benefit from this system, primarily from the following priority groups:</p> <ul style="list-style-type: none"> • from BAME communities • with a disabled child or children or are themselves disabled • with 3 or more children • under the age of 25 • with children under 5 <p>Parental Support In Glasgow, the 2021/22 Healthier Wealthier Children Programme had 2,584 referrals, 94% were</p>	<p>diminished. Similarly, if a mother is from an ethnic minority background then the likelihood of experiencing poverty is significantly increased.</p> <p>We will work with partners throughout the production of the LCPAR 2023/24 to understand where the opportunities are to further support women / mothers who fall under one or more protected characteristic.</p> <p><u>Additions for 2023</u></p> <p>It is recognised that women are more likely to be impacted by the Cost of Living Crisis. Across a range of interactions, families have told us;</p> <ul style="list-style-type: none"> • The cost of living keeps rising and benefits are not enough; • Working does not provide enough to lift them out of poverty; 	<p>Women are more likely to face adverse socio-economic impacts due to the COVID-19 pandemic. The impacts of this pandemic relate to the numerous roles traditionally occupied by women. For example, women are more likely to be employed in roles that were considered 'essential', often care-taking roles. Research has shown the increased exposure to COVID-19, especially by those women in social and healthcare environments, has presented an additional psychological burden. Women are also more likely to occupy sectors where unemployment has been on the increase during the pandemic meaning they are more likely to face economic insecurity.</p> <p>Women primarily carry out familial caring roles and as the country went into lockdown, women were often faced with the extra burden of increased childcare and caring for older family members on top of existing responsibilities.</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>women. The Special Needs in Pregnancy Money Advice Service had 243 referrals and a total of 258 repeat clients were also seen. Many of the women are benefitting from reduced costs by accessing a travel card pilot and travel cot pilot. The Children’s Hospital Money Advice Service had 339 referrals with a total 406 repeat clients also seen. The new Welfare Advice Partnerships in Health, Glasgow statistics (Feb-Mar 2022) show that 22% of the caseload (131 adults) had dependent children, 14% of the caseload were lone parents.</p> <p><u>Additions for 2023</u></p> <p>Pathfinder The Pathfinder work will increasingly shift our focus to preventative and early intervention measures to ensure families are supported through early and initial crisis or need and onto building resilience and self-management. Moreover, it will redesign our services to prevent the need for crisis intervention at all.</p>	<ul style="list-style-type: none"> • Childcare is not accessible or affordable; • There are still gaps in services (addictions, childcare, youth work, housing support, mental health, employment, financial inclusion, disability and complex needs, peer support and loneliness and domestic abuse). <p>These areas will be taken into consideration as part of future activity.</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>We will continue to work with partners throughout the production of the LCPAR and the accompanying completion of an EQIA to understand where the opportunities are to further support women / mothers who fall under one or more protected characteristic.</p> <p>Lone Parent Support. Single parenthood has numerous challenges which compound the disadvantage that those parents and their children live with. The Glasgow Indicators Project reported that nine out of ten single parents are female, that one third have a disability or longstanding illness and that a similar proportion have a child with a disability. One Parent Families Scotland (OPFS) completed an evaluation of the impact of their work with families, clearly demonstrating the significant impact and reach of their gender sensitive services.</p>		
	Men	<p><u>Addition for 2023</u></p> <p>The GPP consultation highlighted a request for a Dads Only Support Provision. This will be</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
		taken forward through future service design.		
	Transgender		No evidence to suggest that this group is adversely affected by child poverty. We will continue to monitor this as standard process alongside all protected characteristics	
RACE*	Glasgow is the most ethnically diverse Local Authority in Scotland with the following minority ethnic population groups identified by the 2011 Census:	A number of different programmes of work have an explicit focus on tackling poverty amongst minority ethnic communities. A programme of work carried out by OPFS, which provided supports to lone parent families such as emotional, financial, food and digital support. One of the key target groups were members of the BAME communities. Glasgow Helps Single Parents, also run by OPFS, aims to provide a holistic programme of supports that provides a wraparound service for lone parent families. Again, members of the BAME communities are key target group that will be engaged.	The “Every Child Every Chance - Tackling Child Poverty Delivery Plan (2018-2022)” Equality Impact Assessment highlights several protected characteristics such as disability, race and gender have evidenced higher levels of poverty.	Minority ethnic families are a priority group for Scottish Government when tackling child poverty because we know that people from non-white minority ethnic groups are more likely to live in relative poverty after housing costs.
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>	<ul style="list-style-type: none"> - Pakistani - African, Caribbean or Black - Chinese - Indian - Mixed background - White (non-Scottish or British) - Asian Other 	The Financial Inclusion Support Officer project sought to take full	The poverty rate amongst ‘mixed, Black or Black British and Other’ is 38%. However, this looks at the entire group and not specifically at families/children/young people. We face similar challenges when considering the Asian population across Scotland.	The Coalition for Racial Equality and Rights (CRER) have outlined that children from non-white minority ethnic backgrounds are significantly more likely to be living in a household facing relative poverty. They note that 36% of children from non-white minority ethnic backgrounds in Scotland, live in households whose annual income falls into the lowest quintiles, whereas only 22% of white children live in similar circumstances.

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>financial advice to parents, families and young people in a school setting. During the initial pilot, we sought out schools which had a high proportion of students whose first language wasn't English as a way to target minority ethnic families. This further informed phase two of the project when new funding was acquired to extend this project.</p> <p>The Private Rented Sector (PRS) Hub helped 700 families, up until May 2021 and many of these were from minority ethnic communities. A range of supports around homelessness prevention and tenancy sustainment were carried out. Supermarket vouchers were also provided to the private rented sector hub to support vulnerable larger families, many of which were minority ethnic families.</p> <p>NHSGGC Race Equalities As part of NHSGGC's equality outcome on race and perinatal care, baseline research was carried out. Of the 10,472 women who booked for maternity care in 2021/22, 45% were in SIMD 1</p>	<p>The rate of poverty for this group is cited as 39%. Again, this looks at the entire group and not specifically at families/children/young people.</p> <p>Additionally, this data from the Scottish Government doesn't differentiate between different groups within this wider category. Some communities, such as those from the Pakistani and Bangladeshi communities face higher rates of relative poverty than those in the Indian community, for example.</p> <p>As cited previously, intersectionality of protected characteristics plays an important role in determining a family's vulnerability to experiencing poverty. In addition to this, Glasgow is richly diverse. It is important we work to understand the specific needs of the broad</p>	<p>This is particularly important in a Glasgow context, where by 2031 an estimated quarter of children growing up in the city will be from a minority ethnic background.</p> <p>Minority ethnic communities can face significant barriers when accessing entitlements and employment. There are specific issues around language, lack of knowledge around eligibility and / or trust of services as well as experiences of discrimination.</p> <p>Whilst we do not know the full extent of COVID-19's impact on minority ethnic families, we do know that health inequalities are more pronounced within this group. In addition to this, as with women / mothers, we know that people from minority ethnic backgrounds are more likely to be employed as key workers or in insecure employment meaning we can expect the pandemic to further exacerbate pre-existing labour market inequalities.</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>and 2 zones. For those requiring an interpreter, 78% were in SIMD 1 and 2 zones. An improvement plan to meet needs is in place.</p> <p><u>Addition for 2023</u></p> <p>Poverty rates for ethnic minority groups have also been higher than the white ethnic group for a long time, and poverty rates between ethnic groups vary significantly. Last year 30% of all births in Glasgow were to Black, Asian and minority ethnic (BAME) parents. During 2022/23 the financial advocacy service for vulnerable women during pregnancy received 190 referrals, just under half (45%) were Black, Asian and minority ethnic (BAME) women and 1 in every 5 required an interpreter.</p>	<p>spectrum of minority ethnic families across the city.</p> <p>We will work with partners throughout the production of the LCPAR 2023/24 to understand where the opportunities are to further support minority ethnic families who fall under one or more protected characteristic.</p> <p>We acknowledge that the use of the term BAME does not allow for the diversity of communities that fall under it to be fully acknowledged nor the diversity in experiences felt by these different communities. However, this term is one used by the Scottish Government as an indicator for those from minority ethnic communities, thus the language of Glasgow's LCPAR and EQIA will reflect this.</p> <p><u>Addition for 2023</u> The Promise project consultation identified</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
			Support for BME communities, asylum seekers and refugees as a key issue for future activity.	
<p>DISABILITY Further info on the definition of disability under the Equality Act 2010 is available here.</p>	<p>Under the Equalities Act 2010, disability incorporates a physical or mental impairment which has a substantial or long-term impact on your ability to do day to day activities.</p> <p>This includes:</p> <ul style="list-style-type: none"> - Physical disability - Sensory Impairment - Mental Health - Learning Disability 	<p>Ongoing consultation with Glasgow Disability Alliance (GDA) and other organisations to consider options to address child poverty for a disabled child and/or parent.</p> <p>It is anticipated that the outputs from these discussions will help to shape future policy or developments.</p> <p>OPFS provided assistance to lone parents with fuel, connectivity/digital, emotional, financial, employment & food support. This included lone parents with a disabled child. They have received further funding for Glasgow Helps Single Parents which provides holistic support for lone parents. This wrap around service is being</p>	<p>The “Every Child Every Chance - Tackling Child Poverty Delivery Plan” (2018-2022) Equality Impact Assessment highlights several protected characteristics disability, race and gender have evidenced higher levels of poverty.</p> <p>In total 410,000 households living in poverty in Scotland included a disabled person - 42% of all households included one or more disabled children. An estimated 25% of Glasgow’s population is disabled and we are currently working with a data centre of excellence to</p>	<p>It is widely recognised that barriers exist for disabled people in accessing a range of services, entitlements and opportunities including welfare benefits advice services and the labour market.</p> <p>Pre-existing inequalities faced by disabled communities have been wholly exacerbated by the pandemic. This includes disruption to crucial health, social care and family support services. As much of the service delivery moved online, Glasgow Disability Alliance found that 60% of their members reported being digitally excluded and experiencing high levels of loneliness and isolation.</p> <p>In addition to this, loss of employment and likelihood of</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>targeted at parents with a disabled child/children or those who are themselves disabled.</p> <p>Funding was made available by the council to specifically target issues identified through working in partnership with Addition Support for Learning (ASL) schools, parents of those children attending ASL and support organisations. One of our first interventions was to pilot the Financial Inclusion Support Officer (FISO) model in 4 ASL primary schools, while still operating in St Oswald’s ASL secondary school and Linnburn Academy.</p> <p>Work was carried out with the Glasgow Centre for Inclusive Living (GCIL) to provide an ILM programme to help disabled adults become work ready. It will provide a 50-week programme with an employer who will pay at least the Glasgow Living Wage. This is not aimed at disabled adults with children, but disabled adults with children will be targeted.</p>	<p>better understand the depth of poverty as with the other at most risk of child poverty to identify a baseline.</p> <p>We worked with partners throughout the production of the LCPAR 2021/22 to understand where the opportunities are to further support families affected by disability who fall under one or more protected characteristic.</p> <p>Of parents supported through No One Left Behind; 64% (around 1,190) were lone parents, 14% (around 255) were disabled parents, 12% (around 220) had a disabled child within the family, 12% (around 215) were parents from minority ethnic communities, 16% (around 305) had a youngest child aged under 1, 13% (around 250) were mothers aged under 25 and 24% (around 445) were</p>	<p>redundancy is significantly higher for disabled parents and particularly disabled mothers.</p> <p>We also know that the impact of the pandemic has been significant not only on disabled parent’s incomes but also on disabled children with the Family Fund reporting that 94% of families affected by disability reported a negative impact on the health and wellbeing of their child.</p> <p>Funding has been approved to recruit two welfare rights officers with a dedicated focus on working to support disabled families to ensure that they understand and claim the appropriate benefits and receive guidance and representation at appeal tribunals.</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>Likewise, work has commenced alongside the Glasgow Disability Alliance (GDA) around digital inclusion. This project is two-fold; it aims to help those digitally excluded by providing equipment, connectivity and training to use digital devices. It also aims to provide specialist equipment to those who require it. Much like the ILM programme being set up with GCIL, this is not aimed at disabled adults with children, but disabled adults with children will be targeted and those with disabled children will not be excluded.</p> <p><u>Addition for 2023</u></p> <p>During 2022/23 Glasgow Disability Alliance were able to continue the additional work, funded by the council, to offer financial and welfare support to families with a disability. The health board also has a money and debt advice service for families using the Children’s Hospital (RHC). As anticipated 46% (110) of the individuals referred to RHC in 2022/23 presented with a disability,</p>	<p>parents with 3 or more children.</p> <p><u>Addition for 2023</u></p> <p>Across a range of interactions, families have told us;</p> <ul style="list-style-type: none"> • The cost of living keeps rising and benefits are not enough; • Working does not provide enough to lift them out of poverty; • Childcare is not accessible or affordable; • There are still gaps in services including; mental health, disability and complex needs, peer support and loneliness. <p>These areas will be taken into consideration as part of future activity.</p>	

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EQIA 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
		particularly in relation to a learning disability, mobility or physical impairment and/or long-term illness.		
Sexual Orientation	Lesbians		<p>Addition for 2023</p> <p>Scotland’s LGBT+ health needs assessment published in 2022 involved a survey with over 2,300 LGBT+ people, with over a quarter of respondents being local to Glasgow. The survey found that most (88%) had financial worries at least some of the time. One in six (18%) had experienced food insecurity in the previous 12 months and one in eight (13%) had ever been homeless. 10% of all respondents indicated that they were parents/parenting children under 16 years of age. There is a lot more to be done to understand and address poverty for LGBT+ families and their access to local services.</p>	
	Gay Men		<p><u>Addition for 2023</u></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
	Bisexual		<p><u>Addition for 2023</u></p> <p>As Above</p>	
AGE	Older People (60 +)	<p>Consulted with Kinship Carers across the North East of the City, there are approx. 1300 Kinship Carers across Glasgow where a high percentage of carers are elderly. Following consultation, issues were highlighted relating to access of a free school uniform.</p>		<p>With many kinship carers being older people and research showing that often those who kinship care come from communities experiencing higher levels of poverty, this group is one that requires support. The Kinship Care Assistance (Scotland) Order and Children and Young People (Scotland) Act 2014 entitled kinship carers a parity of child support allowances with other groups, e.g. foster parents. However, this is often the case in more formal arrangements. In informal cases, there may be difficulties in acquiring support.</p>
	Younger People (16-25)	<p>OPFS has been given funding to target single mothers under 25. This programme provides fuel, connectivity/digital, emotional, financial, employment and food support. OPFS have received further funding to engage this group to provide holistic, wraparound support for young lone parents.</p>		<p>There is clear evidence that young people are experiencing significant challenges accessing the labour market since the advent of COVID-19.</p> <p>Young parents (under 25) are more likely to experience poverty and reduced access to education and employment opportunities than their older counter parts.</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>Educational Maintenance Allowance (EMA) policy has been re-written to allow payment to young people for 100% agreed attendance, instead of 100% attendance as it previously was.</p> <p>Towards Better Futures aims to achieve 100% initial and sustained positive destinations for school leavers in Glasgow over the next five years. This includes young people going into employment, training or further education.</p> <p>Establishment of the Under 22's free bus pass will better connect young people and work to reduce access barriers to workplaces and schools. This was delivered jointly by GCC and Glasgow Life. Free bus passes for under 22-year olds will benefit nearly a million young people in Scotland. Already more than 49 thousand young people in Glasgow have benefitted from this programme and Glasgow Life will continue this programme on an ongoing basis.</p>		<p>Additionally, young people have been disproportionately impacted by the pandemic with recent statistics citing them as the group most likely to be made unemployed. Policy Scotland have analysed Universal Credit data across the Local Authority and found that applicants have increased by 88% since March 2020, with young people by far the biggest recipients in Glasgow.</p> <p>For young parents, this is further compounded by the fact that Universal Credit pays people under 25 at a lower rate, even if you have a child, meaning that from the offset young parents are at an economic disadvantage.</p>
	Children (0-16)	The Act and the Delivery Plan is about children and reducing numbers living in poverty.		Socio-economic impacts on children and subsequent activities

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>Free access to sanitary products has been rolled out across all Glasgow Secondary Schools. Primary schools’ access via their local secondary.</p> <p>Improving outcomes for low income families who apply to the Scottish Welfare Fund.</p> <p>Financial Inclusion Support Officer is now placed in all Secondary Schools to provide Financial Inclusion provisions in school settings.</p> <p>Free School Meal Payment A payment was received by the parent/guardian of children and young people in receipt of free school meals (FSM) during school holidays. This was to support families in providing food to children and young people.</p> <p>Children’s Holiday Activity Programme This programme was initially developed to address food poverty but has been continued to enable community organisations to provide nutritious food to</p>		<p>to alleviate child poverty are outlined in full in the LCPAR.</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>children/young people using their services during the school holiday period. The FISO officers will also support the Holiday Activity programme this year and provide access to full financial inclusion services.</p> <p>Glasgow City Food Plan This 10-year plan looks to create a fair and sustainable food system across the city and includes a workstream focusing on children and young people. It looks to promote good nutrition and increase uptake of Free School Meals.</p> <p>The Eligible 2's This programme established in Govan actively targets parents with a child under three years old, holistically assesses then assists parents to find the services that tailor specifically to their needs.</p> <p>Digital Inclusion in Schools The pandemic required school pupils to work from home while conversing digitally with fellow pupils and teachers. This identified a gap in the digital inclusion of lower income families.</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
		Laptops and tablets were provided by local councils to reduce the gap and support undisturbed learning.		
MARRIAGE & CIVIL PARTNERSHIP	Women	<p>As with the other protected characteristics income boosting measures will be beneficial to new mothers. A service provision continues to link birth registration with an application for a Best Start Grant application for the Pregnancy and Baby Payment.</p> <p>Continuing to work with Scottish Government, Funeral Directors and the stillbirth & neonatal death charity (SANDS) and Simpson's Memory Box Appeal (SiMBA) to provide appropriate material to promote Social Security's Best Start Grant - Pregnancy and Baby Payment to support bereaved low income families who are eligible for the payment.</p> <p>As noted above as an impact for women, the VAWP is ensuring its services are available to support those affected by domestic abuse in all its forms including violence within marriage/due to forced marriage/child marriage.</p>	<p>Addition for 2023</p> <p>Across a range of interactions, families have told us there are still gaps in services including domestic abuse.</p> <p>These areas will be taken into consideration as part of future activity.</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
	Men		No evidence to suggest that this group is adversely affected by child poverty. We will continue to monitor this as standard process alongside all protected characteristics	
	Lesbians		No evidence to suggest that this group is adversely affected by child poverty. We will continue to monitor this as standard process alongside all protected characteristics	
	Gay Men		No evidence to suggest that this group is adversely affected by child poverty. We will continue to monitor this as standard process alongside all protected characteristics	
PREGNANCY & MATERNITY	Women	<p>As with other protected characteristics income boosting measures will be beneficial to new mothers.</p> <p>After the publication of Exploring the Cost of the Pregnancy Pathway, a group within Health and Social Care Partnership (HSCP) has been established: Supporting Families Through</p>	Intersectionality plays an important role when considering pregnancy and poverty. Reaching priority families who we know are more vulnerable to experiencing poverty will be key to ensuring families are supported through the birth of a new child. This will include navigating barriers	<p>Pregnancy is a key transition in a family's life which can lead to better or worse outcomes for the parents and children depending on the support and entitlements accessed.</p> <p>There is a well evidenced relationship between material deprivation and health inequalities and the birth of a new baby that</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>Pregnancy. Under this umbrella group, there is a specific work stream dedicated to building on the recommendations from the report and experiences of poverty for new and expectant mums.</p> <p>The Scottish Government published ‘Every Child, Every Chance’ its first child poverty delivery plan in March 2018 as part of its duties under the Child Poverty (Scotland) Act 2017. The plan outlined proposed actions for helping families in receipt of low income, including new actions on the cost of living and social security, and support for income maximisation services in health settings. In addition, the NHS in Scotland has a new statutory duty under the Act to work with local authority partners to maximise the incomes of pregnant women and families. Social Security Scotland launched a campaign to raise awareness across many platforms based around the five family payments:</p> <ul style="list-style-type: none"> • Scottish Child Payment • Best Start Grant Pregnancy and Baby Payment 	<p>experienced by protected characteristic groups.</p> <p>We will work with partners throughout the production of the LCPAR 2023/24 to understand where the opportunities are to further support families through pregnancy who fall under one or more protected characteristic</p>	<p>has the potential to push families below the poverty line.</p> <p>Women already living on low incomes can face significant barriers to accessing ante and post-natal appointments due to the travel, childcare and potential loss of income costs incurred.</p> <p>Additionally, as this is a big change in circumstance, entitlements will change for the families. This could include welfare and social security benefits but also employment rights and working arrangements. It is important that new and expectant mums are supported throughout their pregnancy to ensure that they are in receipt of everything they are entitled to and as financially stable as possible.</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
		<ul style="list-style-type: none"> • Best Start Early Learning Payment • Best Start Grant School Age Payment • Best Start Foods <p>Breastfeeding Project A breastfeeding project has been set up by NHSGCC to assist mothers with feeding issues to help reduce costs through not building a need for infant formula.</p> <p>SNIPS The Special Needs in Pregnancy Service (SNIPS) is an integrated social work and health service for pregnant women who have special social or psychological needs. This programme of work takes a women-centred approach.</p> <p><u>Addition for 2023</u></p> <p>During 2022/23 the financial advocacy service for vulnerable women during pregnancy received 190 referrals, just under half (45%) were Black, Asian and minority ethnic (BAME) women and 1 in every 5 required an interpreter.</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
RELIGION & BELIEF** A list of religions used in the census is available here .	See note		No evidence to suggest that this group is adversely affected by child poverty. We will continue to monitor this as standard process alongside all protected characteristics	Data on children from different faith communities is limited, and often only data for adults is available. Due to small sample sizes in datasets, it's difficult to capture accurate poverty levels in different religious groups

* 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](#).

Summary of Protected Characteristics Most Impacted

- Disability
- Minority Ethnic Families
- Sex (women in particular, although emerging feedback for Dads only service)
- Age (age of a parent specifically, younger parents are much more likely to be living in poverty)

Summary of Socio Economic Impacts

We fully recognise the disproportionate impact of the pandemic on particular communities and protected characteristic groups in Glasgow. We further recognise that the cost of living has risen and continues to rise which will further impact the most vulnerable groups that we have identified. The current and proposed actions focus on mitigating the disproportionate sex, disability, age and race differences in child poverty. Alongside this there are many additional planned activities which will be detailed in our LCPAR 2022/23. This will ensure that we remain focused on mitigating inequalities experienced by families living on low incomes with protected characteristic(s).

Summary of Human Rights Impacts

As above.

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?	Not at this stage
Does a Full Impact Assessment need to be undertaken?	This is a full impact assessment.

Actions: Next Steps

(i.e. is there a strategic group that can monitor any future actions)

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>The delivery of existing and new innovative areas of work undertaken by the council and Health Board will be monitored by the Child Poverty Governance Board and other relevant governance structures. We will further engage with partners and partnerships to understand other ways priority groups can be engaged and supported.</p> <p><u>Additions for 2023</u></p> <p>Our priorities for 2023/24 will be;</p> <ul style="list-style-type: none"> - ensuring integration and strategic oversight of our city approach to child poverty, connecting more strongly to the Children’s Services Executive Group; - making sure child poverty is led by our Children’s Services Plan and embedded in all our service planning; - utilising our resources across the CSEG to deliver our shared objectives in relation to child poverty; 	<p>City Treasurer and Deputy Leader - Political Lead for Child Poverty Child Poverty Governance Board Challenge Child Poverty Partnership</p>	

<ul style="list-style-type: none">- developing our shared data insights to inform how we monitor and measure levels of child poverty in the city;- develop our shared data insights to identify key characteristics of child poverty inequalities in order to target those most vulnerable Groups with a laser focus- building on our engagement with people affected by poverty, to best understand lived experience and use co-production to reshape, join up and improve service development and delivery;- shifting our focus from crisis response to prevention and early intervention activities including how we utilise our assets (staff, services, funding, buildings);- building on the pathfinder and the public sector reform agenda to make the necessary system change to support our endeavours to address the levels of child poverty; and- determining the opportunities that the Verity House Agreement brings to consider funding and sustainability challenges.		
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Public Reporting

All completed EQIA are required to be publicly 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 taken 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.

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](#)

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.