

EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

2023 UCI Cycling World Championships Activation Project – Glasgow

b) Reason for Change in Policy or Policy Development

The project is delivered by Glasgow Life, a charity that delivers cultural, sporting and learning activities on behalf of Glasgow City Council and therefore there is a statutory obligation to meet the Public Sector Equality Duty (PSED) in the Equality Act (2010) and the corresponding supplementary 'Specific Duties' contained within the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. We will ensure that the Glasgow Activation Project provides equal opportunity between those who share a relevant protected characteristic and those who do not. The legislation requires that people are not discriminated against, harassed, or victimised on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex, sexual orientation.

Through the Glasgow Activation Project, we aim to make a positive impact on individuals, the communities in which they live and the city. We aim to promote equality of opportunity for all and create a fair environment where everyone can fulfil their potential through cycling. The Glasgow Activation Project is committed to eliminating discrimination, valuing diversity, and promoting an inclusive approach through events, sport activation, education, and cultural programming.

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

- Advocate and deliver on the potential of the 2023 Cycling Worlds to generate significant participation opportunities and remove barriers to access across a range of cultural, sport and physical activities.
- Maximise the social, economic and media impacts from hosting the Championships but also broaden the reach through the activation project.
- Provide tangible legacy opportunities and initiatives through partnership working across the city and enhance the routes to engage with the Championships across the stakeholder map.
- Ensure that the participants in the Glasgow Activation Project are treated fairly and that the activities, partnerships and programming meet the needs of the diverse people who partake.
- Throughout the project continually assess what we can do to reduce inequalities of outcome caused by socio-economic disadvantage when we make strategic decisions.
- Develop an operational plan, including GO LIVE, describing how targets relating to inclusion will be reached including measurements and reporting.
- All marketing and communication reflect the diversity of the local communities in Glasgow and takes positive actions to ensure all prospective participants are able to engage with the Glasgow Activation Project.
- Engage stakeholder groups that support projects key objectives on inclusion which will contribute to creating greater opportunities for participation from diverse/disadvantaged individuals and groups.

- Engage Glasgow communities before, during and after the 2023 UCI World Champs in volunteering, community and education-based activities which celebrate sport and diversity.

d) Summary of geographic area impacts

Please use the tick boxes below to identify which areas of the city are potentially affected. You may also wish to flag if there are particular areas to be noted e.g. ward or local areas.

North East		North West		South		City wide	X
------------	--	------------	--	-------	--	-----------	---

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

Hannah Buck 3rd May 2022

f) Assessment Verified by (signed and date)

Lorna Graham 13 May 2022

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:	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.
Glasgow Household Survey Review (in relation to the impact of the 2018 European Championships) Survey here	<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, 	<ul style="list-style-type: none"> • Select activities within the wider activation project are assessed individually. E.g.

		<p>An EQIA report will be produced for Go Live activity.</p> <ul style="list-style-type: none"> • Community consultations for Go Live in each area partnership. • Focus group has been established for Go-Cycle Glasgow.
<p>Glasgow Household Survey Review (in relation to the impact of the 2014 Commonwealth Games)</p>	<ul style="list-style-type: none"> • Age • Disability (Para sport) • (In addition - SIMD areas) 	As above.
<p>Glasgow 2018 European Championships Evaluation Report</p> <ul style="list-style-type: none"> • Chapter 4 – Leaving a sporting and cultural legacy. • Chapter 5 – Creating social and community benefits. <p>Report here</p>	<ul style="list-style-type: none"> • People aged 60 or over • People aged under 16 • Young people - via Youth Groups • Disability • Race (asylum seekers) • (In addition -Full time students, Benefit recipients, and Community Sport Hubs) 	As above.

<p>An Evaluation of the Commonwealth Games 2014 Legacy for Scotland.</p> <p>Report here</p>	<ul style="list-style-type: none"> • People aged 60 or over • People aged under 16 • Young people via Youth Groups • Disability • Race (asylum seekers) • (In addition -Full time students, Benefit recipients, and Community Sport Hubs) 	<p>As above.</p>
<p>Equality impact assessment results: Glasgow 2018 European Championships</p> <p>Report here</p>	<ul style="list-style-type: none"> • LGBTI community • Disabled • Older people • Minority Ethnic/ Faith communities • Young people • (In addition, Volunteering and Business engagement) 	<p>As above.</p>

3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Protected Characteristic	Specific Characteristics	Positive Impact (it could benefit an equality group)	Negative Impact – (it could disadvantage an equality group)	Socio Economic / Human Rights Impacts
SEX/ GENDER	Women	<ul style="list-style-type: none"> Actively promote activations/ campaigns using female role models. Funding provided to female only projects to target an underrepresented group in cycling e.g. Glasgow Women on Wheels & Bicycle Mechanic Traineeship for Women and all non-binary. Develop Cycling development projects e.g. girls programme Provide opportunities for girls to become more active and live healthier lifestyles. Engage women and girls in cycling, increase confidence, improve mental & physical health and body image, feed them into clubs, encourage them to use cycling 	None identified	Potential positive impact on income and employment via provision of opportunities for women to upskill.

		as an everyday form of transport, encourage volunteering, mentoring for other girls.		
	Men	N/A	None identified	
	Transgender	<ul style="list-style-type: none"> See above for trans women. 	None identified	
RACE*	White	<ul style="list-style-type: none"> Activities in at the Go Live sites are free and all are open to all ethnic groups. Media are briefed to include diverse photography to celebrate people with protected characteristics. This helps ensure that all of Glasgow's diverse communities are showcased in promotional activities. Cultural activation will provide a platform to showcase a multi-cultural Glasgow. This ties into the KPIs and target groups for arts and music service area. Glasgow's Mela event- one of the biggest free multi-cultural events in Scotland will be integrated into the cultural programme in the lead up to the Championships. Held at Kelvingrove Park (a champs venue) 	None identified	
<i>Further information on the breakdown below each of these headings, as per census, is available here.</i>	Mixed or Multiple Ethnic Groups		None identified	
	Asian		None identified	
	African		None identified	
	Caribbean or Black		None identified	
	Other Ethnic Group		None identified	
<i>For example Asian includes Chinese, Pakistani and Indian etc</i>				

		<p>integrated cycling content will promote a diverse Glasgow.</p> <ul style="list-style-type: none"> The virtual events such as Love to Ride campaign, which is free to access, removing barriers to participation from low ranked SIMD areas which generally have a higher percentage of ethnic minority communities. 		
DISABILITY	Physical disability	<ul style="list-style-type: none"> Go Live sites will be accessible to wheelchair users and other disabled people. Work with/ provide funding to community cycling groups which focus on disabled people. Increase cycling skills offer to Additional Support Needs (ASN) students. Train existing sports HND /HNC sports students to be cycling coaches /ride leaders for people with ASN. Focus group work has included Free Wheel North, a disability cycling charity. 	None identified	
<i>A definition of disability under the Equality Act 2010 is available here.</i>	Sensory Impairment (sight, hearing,)		None identified	
	Mental Health		None identified	
	Learning Disability		None identified	

		<ul style="list-style-type: none"> • Activations are accessible whether online or in person for disability users. 		
LGBT	Lesbians	N/A	None identified	
	Gay Men	N/A	None identified	
	Bisexual	N/A	None identified	
AGE	Older People (60 +)	<ul style="list-style-type: none"> • Provide essential Cycle Skills (adult version of Bikeability) programme with route planning and basic roadside maintenance as an integral part to older individuals. • Give older people the skills to ride confidently on the new cycle routes that will be created as part of Glasgow's Active Travel Strategy. Accelerate modal shift from cars to bikes in Glasgow. 	None identified	
	Younger People (16-25)	<ul style="list-style-type: none"> • Train existing sports HND /HNC sports students to be cycling coaches /ride leaders. • Activations can be accessed by this age group. 	None identified	
	Children (0-16)	<ul style="list-style-type: none"> • Expansion of PTOPI delivery at both early years level and early primary years intervention by providing Play 	None identified	

		<p>On Pedal Active Leader training in the community cycling hubs.</p> <ul style="list-style-type: none"> • Provide the PTOF training to nursery staff and community groups. • Ensure more children at P1/P2 enter school being able to ride a bike. • Partnership with PEPASS to run an integrated learning package with a cycling focus to enhance pupils engagement in physical education and physically active. • Run an organised Street Play to allow children to ride their bike together in a traffic free environment. • Free tickets to major events e.g. Track Nations 2022. • Free engagement opportunities for schools at major events e.g. Q&A at BMX World Cup 2022, cycling activities at Track Nations 2022. • Go Live sites accessible to this age group. • Literacy events with a cycling focus targeted towards primary school age children. 		
RELIGION & BELIEF**	See note	N/A	None identified	

A list of religions used in the census is available here .				
--	--	--	--	--

* 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

- Disabled
- Minority Ethnic communities
- Young people
- Women and girls

Summary of Socio Economic Impacts

- Education – providing education opportunities for adult and young people through cycling. E.g. education learning package.

- Employment – providing opportunities for meaningful employment e.g. from the bike mechanic programme 2 women have been employed.
- Income – targeting low ranked SIMD areas in Glasgow is woven into our KPIs and objectives.
- Family - providing social opportunities through online and in-person activations. E.g. Go Live, Love to Ride etc.

Summary of Human Rights Impacts

Activities are free to attend. Everyone has the right to attend all activations. In addition, the programme supports the UNCRC- Article 31 (leisure, play and culture) which states that: Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

Summary of Health Inequalities* Impacts

Please include reference to any protected characteristic group which may be affected in terms of health inequalities. Also make reference to other groups that may potentially be affected – including people with drug problems, homeless people, care-experienced young people and carers. This is an indicative but not exhaustive list and any relevant groups along with the anticipated impacts should be noted.

The programme may address health inequality by offering opportunities for greater participation in cycling with the associated health benefits of exercise and, for attendance at the associated cultural programme again with evidence showing that cultural participation is beneficial to health.

*Health inequalities between people arise because of inequalities in

society. Health inequalities are influenced by a wide range of factors, including access to education, employment and good housing; equitable access to healthcare; individuals’ circumstances and behaviours, including lifestyle factors (e.g. diet), and income. These issues are known as the social determinants of health.

They are also influenced by levels of access to and participation in culture, learning, sport and physical activity opportunities.

Decisions made about Glasgow Life’s policies, projects, service reforms and budget options have the potential to make a positive or negative difference to health. Particular attention should be paid to *not* making health inequalities worse. For example widening the gap between those experiencing more healthy years lived and those who fair worse. Our aim should be to reduce this gap and promote health equity in Glasgow.

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?	Not at this stage

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)

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)

EQIA Form