

Equality Screening and Assessment Form

Exxon Site Development

To be used in conjunction with EIA [WDC Guidance](#)

For further advice email wdcpp@west-dunbarton.gov.uk

Section 1: Policy Details and screening		
Lead departments/partners involved:		
Assessment Lead Officer	Victor Francisco-Suarez	
Assessment Team	Victor Francisco-Suarez, Ricardo Rea	
Is this a new or existing Policy	New	
Brief description of policy aims; Who are the main target groups/ Who will be affected e.g. service users, staff, other organisations	People living in west Dunbartonshire, people seeking employment in West Dunbartonshire, people travel through West Dunbartonshire by road or by training, businesses in West Dunbartonshire. West Dunbartonshire Council staff.	
Please indicate if there is any relevance to the four areas below and give a brief explanation		
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)	The proposal is relevant to all parts of the equality duty	
Relevance to Human Rights (HR)	No	
Relevance to Health Impacts (H)	Yes	
Relevance to Social Economic Impacts (SE)	Yes	
Yes to any:		If yes to any of the above, complete all sections, 2-9 Please hyperlink or note any linked EIAs here;
No to all:		If no, complete only sections 7
Unsure		If don't know, complete sections 2 & 3 to help assess relevance

Section 2: Evidence

List the evidence used to assess the impact of this policy, including the sources listed below. Identify any gaps in evidence and what will be done to address these.

<p>Involvement and Consultation results</p> <p>Feedback from service users, partner or other organisations</p> <p>Research</p>	<p>Please refer to Business Case for work so far</p> <p>Public Transport</p> <p>'Transport for everyone: an action plan to improve accessibility for all' Department of Transport 2012, for reliance on public transport, and Scottish Household Survey data on modes of transport.</p> <p>Welfare Benefits</p> <p>Changes are likely to mean that a very considerable number of people in West Dunbartonshire will lose the mobility component of what is now Disability Living Allowance; this will mean that they become as a group more reliant on public transport for work travel and other activities.</p>
<p>Employment or service monitoring</p>	<p>These are two major concerns in West Dunbartonshire; the developments will provide opportunities generally. Work through our 'Working 4 U' integrated services on welfare, employability and learning, can help realise benefits especially for more excluded groups.</p>
<p>Officer knowledge</p>	<p>When proposed work is underway there will be considerable transport disruption for an extended period of time, this may impact more on some groups than others. However some steps can be taken to impact the potential negative effects of this. Greater detail is provided in the sections below. West Dunbartonshire Council is the single biggest employer in the area, and we have taken this into account in this stage of the EIOA process.</p> <p>The project will provide employment opportunities and improved transport links for people living in West Dunbartonshire, and people moving through the area using the A82</p>

Evidence gaps identified and measures to address these	
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Note: Link to Section 6 below Action Plan to address any gaps in evidence

Section 3: Involvement and Consultation

Outline involvement or consultation, including dates carried out, protected characteristics and other areas. Include involvement or consultation to be carried out as part of the developing or implementing the policy. Link to Action Plan Section 6 below if required

Details	Dates	Findings	Characteristics/Area
			Race
			Sex
			Gender Reassignment
			Disability
			Age
			Religion/ Belief
			Sexual Orientation

			Pregnancy/ Maternity
			Human Rights
			Social/Economic
			Health
			Crossing Cutting

Section 4: Analysis of Impacts

Link to Action Plan Section 6 below for addressing impacts

Characteristic/Area	Positive, Negative, None	Evidence
Race	Positive	Longer term improved A82 route will particularly benefit groups who rely more on public transport
	Negative	This group relies more on public transport than some others. Whilst work is being under taken, trains, buses and taxis may be subject to delays
Sex	Positive	Longer term improved A82 route will particularly benefit groups who rely more on public transport
	Negative	Women rely more on public transport than some others. Whilst work is being under taken, trains, buses and taxis may be subject to delays. Women have more child care and caring responsibilities and are less likely to be able to work flexible given concentration in certain jobs

Gender re-assignment	None	
Disability	Positive	<p>Longer term improved A82 route will particularly benefit groups who rely more on public transport</p> <p>A new road through the development, properly serviced by public transport may be of particular benefit for some disabled working or seeking work in businesses based in the area</p>
	Negative	<p>This group relies more on public transport than some others.</p> <p>Whilst work is being under taken, trains, buses and taxis may be subject to delays</p>
Age	Positive	Longer term improved A82 route will particularly benefit groups who rely more on public transport
	Negative	This group relies more on public transport than some others. Whilst work is being under taken, trains, buses and taxis may be subject to delays
Religion/Belief	None	
Sexual Orientation	None	
Pregnancy/Maternity	None	
Human Rights	None	
Social/Economic	Positive	The project will create 690 new jobs (net) that will be available to the wider population and open the site for public access to the riverside.

Health	Positive	Opening up the site for public access will improve health benefits for user and cyclists alike. There will also be access to areas of natural interest including the nature rich mud flats which will be protected.
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Section 5: Recommendations

Select which of the following apply (use can choose more than one) and give a brief explanation
Link to Section 6: Action Plan if required.

Recommendation	Explanation
1. Introduce the Policy	The project is at an early stage, however we have identified broad areas to pay attention to as details are developed and this will help us ensure benefits are realised and that any negative impacts are mitigated as much as reasonably possible
2. Modify the Policy	
3. Pilot the Policy	
4. Do not Introduce the Policy	

Describing how Equality Impact analysis has shaped the policy making process

Not at this stage

Section 6: Action Plan

Describe action which will be taken following the assessment in order to; reduce or remove any negative impacts, promote any positive impacts, or gather further information or evidence, or further consultation

Action	Responsible person	Intended outcome	Date	Protected Characteristic/area
<p>The following measures with particular attention for this group:</p> <ul style="list-style-type: none"> • Ensure that measures such as offering flexible hours, and location of work such as working from home are offered by the West Dunbartonshire Council to the employees and workers • Undertaken works with employers and Chamber of commerce to encourage flexibility whilst works are 	<p>Project officers/TBC</p>	<p>To ensure that disabled people are aware of developments and can contribute their knowledge and ideas</p> <p>To help ensure that workers are not disadvantaged and to ensure that the Council can continue to operate as efficiently as possible</p> <p>To ensure that disruptions are minimised and accessibility of transport is maintained as well as possible</p> <p>To ensure that planning of public transport after work has been completed takes into account maximising the potential benefits for public transport users</p>	<p>In line with time scales</p>	<p>Disability</p>

<p>underway</p> <ul style="list-style-type: none"> • Consultation can be carried out through the West Dunbartonshire Equality Forum • Working with SPT and Transport providers 				
See measures above but with particular attention for this group	Project officers/TBC		In line with times cales	Gender
				Gender Reassignment
See measures above but with particular attention for this group	Project officers/TBC		In line with times cales	Race
See above but with particular attention for this group	Project officers/TBC	<p>To help ensure that people are not disadvantaged because of their age.</p> <p>To ensure that disruptions are minimised and accessibility of transport is maintained as well as possible</p> <p>To ensure that planning of public transport after work has been completed takes into account maximising the potential benefits for public transport users</p>	In line with times cales	Age
				Religion/ Belief
				Sexual Orientation
				Pregnancy/ Maternity

				Human Rights
Promote opportunities for the anticipated new jobs that will be created on the site.	Project officers/TBC	690 (Net) new jobs created on the site and regeneration of vacant and derelict land.	In line with time scales	Social/Economic
Promote health benefits of new waterfront pathway and cycle way created on site	Project officers/TBC	Creation of public access routes to waterfront and mud flats to enjoy retained natural area of site and SSI.	In line with time scales	Health

Are there any negative impacts which cannot be reduced or removed?

Please outline the reasons for implementing the Policy if this is the case

There will be some impacts which will be negatively affecting some groups more whilst construction work is underway.

However the Council has a legitimate aim of improving employment and the economy in West Dunbartonshire, and improvising transport links.

The proposals are a proportionate way of taking things forward and we will continue to ensure that equality and fairness considerations inform planning and implementation at each stage.

Section 6a: Procurement Actions, Record of Equality issues for Procurement.

Complete this section if there is any procurement involved in this Policy which may require action to ensure eliminating discrimination, advancing equality or fostering good relations: **If there is no procurement involved go straight to section 7.**

Confirm that you have read the WDC guidance on equality and procurement. Y/N

Question	Measure	Specification
What attitudes / skills should staff have to meet needs of the range of people from		

equality groups		
What measures are required to ensure that the supplies, services or works are accessible for to people from equality groups (this includes physical access and access to information/ communication)		
What arrangements are required to ensure that the supplies, services or works respond to particular religious or cultural requirements?		
What arrangements are required to ensure that the supplies, services or works meet the needs of equality groups		
Any other equality issues that should be taken into account in the contract specification		

Section 7: Monitoring and review		
Assessment lead Officer:	Signature: Victor- Francisco Suarez	Date: 14/11/2018
EIA Trained Officer:	Signature: Ricardo Rea	Date: 15/11/2018
Policy Approved:	Y/N	Date
If the policy is approved what will be the review date	Date:	