



Equality and Human Rights Impact Assessment - the Form

There are separate guidance notes to accompany this form – “Equality and Human Rights Impact Assessment – the Guide.” Please use these guidance notes as you complete this form. Throughout the form, **proposal** refers to policy, strategy, plan, procedure or report.

STEP 1: Identify essential information

1. Committee Report No.

2. Name of proposal.

3. Officers completing this form.

Name	Designation	Service	Directorate
Amy Smith	Sustainable Development Officer	Planning & Sustainable Development	Enterprise, Planning and Infrastructure

4. Date of Impact Assessment.

5. When is the proposal next due for review?

6. Committee Name.

7. Date the Committee is due to meet.

8. Identify the Lead Council Service and who else is involved in the delivery of this proposal. (for example other Council services or partner agencies)

Asset Management and Operations (lead Council service)
Planning & Sustainable Development
Housing and Environment
Education, Culture and Sport
Social Care & Wellbeing

9. Please summarise this Equality and Human Rights Impact Assessment, (EHRIA). This must include any practical actions you intend to take / have taken to reduce, justify or remove any adverse negative impacts (if necessary continue on blank sheet of paper). **Please return to this question after completing EHRIA.**

The alternative energy strategy for Council owned public buildings has been developed to support the installation of low / zero carbon technologies on Council owned public buildings and assets. This strategy is not thought to have any adverse negative impacts in line with the conditions of the EHRIA.

10. Where will you publish the results of the Equality and Human Rights Impact Assessment? Tick all that apply.

- Summary of EHRIA will be published in committee report under section "Equality Impact Assessment"
 Full EHRIA will be attached to the committee report as an appendix
 Summary of EHRIA to be published on Council website within relevant service pages

STEP 2: Outline the aims of the proposal

11. What are the main aims of the proposal?

The alternative energy strategy for Council owned public buildings has been developed to support the installation of low/zero carbon technologies on Council owned public buildings and assets. This will not only contribute to the UK Governments legally binding renewables target but will also facilitate the Council to reduce the Council's carbon dioxide emissions and future proof the Council from rising energy prices.

12. Who will benefit most from the proposal?

Local Tax payers and communities where alternative energy systems are developed and locally generated power is produced.

13. Tell us if and how the proposal will increase equality of opportunity by permitting positive action to redress disadvantage?

The strategy has not been specifically developed to increase equality of opportunity however it will provide a more equitable return on renewable investments for the Council.

14. What impact will the proposal have on promoting good relations and wider community cohesion?

The alternative energy strategy will promote installation of low/zero carbon technologies on buildings such as community centres, schools, museums, theatres etc, providing the opportunity for climate change/energy efficiency awareness raising activities within that community.

STEP 3: Gather and consider evidence

15. What evidence is there to identify any potential positive or negative impacts in terms of consultation, research officer knowledge and experience, equality monitoring data, user feedback and other?

Evidence	Details
Consultation	This Strategy has been developed to support the installation of low/zero carbon technologies on Council owned public buildings and assets and has been internally distributed for consultation.
Research	Additional research carried out.
Officer knowledge and experience (including feedback from frontline staff)	This Strategy has been developed by a group of Officers representing the main Council services, who have contributed their experience and professional opinion.
Equality monitoring data	None available.
User feedback (including complaints)	Though climate change and renewables are popular topics, to date there has been no user feedback-positive or negative regarding this.
Other	

STEP 4: Assess likely impacts on equality strands

16. Which, if any, equality target groups and others could be affected positively or negatively by this proposal? Place the symbol in the relevant box.

(Positive +, neutral 0, - negative)

Equality Target Group					
Race*	0	Disability	0	Gender**	0
LGB***	0	Belief	0	Younger	0
Older	0	Others e.g. poverty	0		

* Race includes Gypsies/Travellers

** Gender includes women, men, Transgender

*** LGB: Lesbian, Gay and Bisexual

17. Please detail the potential positive and/or negative impacts on the groups you have highlighted above? Detail the impacts and describe the groups affected.

Positive impacts (describe groups affected)	Negative Impacts (describe groups affected)
Not applicable	Not applicable

STEP 5: Apply the three key assessment tests for compliance assurance

18. Does this policy/procedure have the potential to interfere with an individual's rights as set out in the Human Rights Act 1998? State which rights might be affected by ticking the appropriate box(es) and how. **If you answer "no", go to question 19.**

- Article 3 – Right not to be subjected to torture, inhumane or degrading treatment or punishment
- Article 6 – Right to a fair and public hearing
- Article 8 – Right to respect for private and family life, home and correspondence
- Article 10 – freedom of expression
- Other article not listed above

How?

Not applicable

Legality

19. Where there is a potential negative impact is there a legal basis in the relevant domestic law?

Not applicable

Legitimate aim

20. Is the aim of the policy a legitimate aim being served in terms of the relevant equality legislation or the Human Rights Act?

Not applicable

Proportionality

21. Is the impact of the policy proportionate to the legitimate aim being pursued? Is it the minimum necessary interference to achieve the legitimate aim?

Not applicable

STEP 6: Monitor and review

22. How will you monitor the implementation of the proposal? (For example, customer satisfaction questionnaires)

The proposal will be monitored by the strategic action indicators as detailed in the strategy document.

23. How will the results of this impact assessment and any further monitoring be used to develop the proposal?

Not applicable

STEP 7 SIGN OFF

The final stage of the EHRIA is formally to sign off the document as being a complete, rigorous and robust assessment.

Person(s) completing the impact assessment.

Name	Date	Signature
Amy Smith	25 th April 2011	A Smith

Quality check: document has been checked by

Name	Date	Signature
Jan Falconer	2 May 2011	J Falconer

Head of Service (Sign-off)

Name	Date	Signature

Now –

Please send a copy of your completed EHRIA together with the proposal to:

Head of Service
 Customer Service and Performance
 Aberdeen City Council
 St. Nicholas House, Broad Street
 Aberdeen, AB10 1GZ