

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
Gordon Wright	Project Development Executive	Economic and Business 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)

Enterprise, Planning and Infrastructure
Education, Culture and Sport

External partners:

Aberdeenshire Council (AC)

Scottish Enterprise (SE)

Aberdeen City and Shire Economic Future (ACSEF)

Robert Gordon University

Private Sector

Community organisations/Third sector

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 programme seeks to develop a Strategy for the broad Digital media sector in Aberdeen (online, film, multimedia, mobile development, creative, radio and industrial uses).

The programme will look at the potential to create a Digital (multimedia) Channel for Aberdeen to deliver enhanced services and community information to those hardest to reach client groups.

The programme will further seek to create jobs growth in the sector and encourage pathways to skills development for all citizens.

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?

To ensure that Aberdeen remains economic competitive and is socially and economically inclusive.

12. Who will benefit most from the proposal?

The proposal is designed to provide benefits for domestic, business, third sector and academic groups in Aberdeen.

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

The proposal seeks the development of a strategy to encourage growth in the Digital Media sector within the city aligned to enhanced use of digital media skills and digital media assets. The assistance of the public sector in achieving this should also ensure that best value options are addressed in the creation of skills and life pathways development within the wider aims of the project

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

Other developments which promote good relations and community engagement (such as the Community Portal and Reading Bus etc.) will benefit from enhanced access to skills and services in the digital media sector from a wider range of the 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 for potential positive and negative impacts are discussed in:

A Framework for Evaluating the Value of Next Generation Broadband, *Broadband Stakeholder Group*, (June 2008).

Local evidence will be developed as the programme advances and gathered from partner agencies developing Digital Inclusion programmes in the region.

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*	+	Disability	+	Gender**	+
LGB***	+	Belief	+	Younger	+
Older	+	Others e.g. poverty	+		

* 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)
<p>Improved access to internet type services will allow increased interaction within and across groups within society.</p> <p>Community Portal development is ongoing which will help individuals identify services and support whether for their own needs or as participants in a group.</p>	<p>There is the potential for groups or individuals who lack in skills or confidence to use enhanced internet based services to be further digitally excluded.</p>

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 22.**

<p><input type="checkbox"/> Article 3 – Right not to be subjected to torture, inhumane or degrading treatment or punishment</p> <p><input type="checkbox"/> Article 6 – Right to a fair and public hearing</p> <p><input checked="" type="checkbox"/> Article 8 – Right to respect for private and family life, home and correspondence</p> <p><input checked="" type="checkbox"/> Article 10 – freedom of expression</p> <p><input type="checkbox"/> Other article not listed above</p>
<p>How?</p> <p>Increased use of internet and social media based communications while opening up increased opportunities for expression also requires an awareness by the individual on the potential use of information and the management of private information in an online setting.</p>

Legality

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

<p>Unknown</p>

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?

Yes

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?

Yes

STEP 6: Monitor and review

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

Proposals for monitoring impact and use of any supported networks will be developed as part of proposals for next stage developments.

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

This report has highlighted the requirement to ensure that as far as practicable solutions be considered and adopted to ensure no enhanced levels of exclusion are created by the delivery of the programme.

The report further highlights the need for easy to understand information on the appropriate use and protection of personal data.

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
Gordon Wright	3 rd August 2011	

Quality check: document has been checked by

Name	Date	Signature
Jan Falconer	31 August 2011	

Head of Service (Sign-off)

Name	Date	Signature
G Brough	31 August 2011	

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