

# Equality and Human Rights Impact Assessment - the Form

Eight steps to an equality and human rights impact  
assessment



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.

**STEP 1: Identify essential information** (To complete this section please use the notes on page 8 of the guide to the Equality and Human Rights Impact Assessment.)

1. Name of function, policy or procedure

River Don Corridor Framework

2. Is this function, policy or procedure  New  Reviewed

3. Officers completing this form

Name	Designation	Service	Directorate
Louise MacSween	Planning Trainee	Planning and Sustainable Development	EP&I

4. Date of Impact Assessment 8 December 2011

5. Lead council service(s) involved in the delivery of this function, policy, procedure

Planning and Sustainable Development

6. Who else is involved in the delivery of this function, policy or procedure? (for example other Council services or partner agencies) **(if none go to question 8)**

**External agencies:**

Scottish Environmental Protection Agency (SEPA)  
Forestry Commission Scotland (FCS)  
River Don Trust  
Aberdeen Greenspace Trust

**Internal Council services:**

Enterprise, Planning & Infrastructure: Economic Business Development  
Housing & Environment: Environmental Services  
Education Culture & Sport: Communities, Culture & Sport.

7. How have they been involved in the equality and human rights impact assessment process?

The organisations and services listed above have not been directly involved in a formal EHRIA process. They have been involved throughout the development of the Framework and have directed its development to ensure no negative and overall either neutral or positive impacts, where possible and relevant, for all.

**STEP 2: Outline the aims of the function, policy or procedure** (To complete this section please use the notes on pages 9 -10 of the guide to the Equality and Human Rights Impact Assessment.)

8. What are the main aims of the function, policy or procedure? Please list

This Interim Planning Guidance sets out the framework to create an integrated green network of improved and / or well designed and managed open spaces along the River Don Corridor - for the benefit of people, the economy and the environment.

This document provides information on the following issues:

- open spaces;
- access and recreation;
- biodiversity and environmental improvement;
- climate change mitigation and adaptation;
- community engagement and empowerment; and
- local and regional perceptions of open space.

9. Who are the main beneficiaries of the function, policy or procedure? Please list

The main beneficiaries are local communities (residential / educational / business) and visitors. Also, but less so, city wide residents.

10. Is the function, policy or procedure intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?

Yes

No

Give details

This document sets the framework for the long-term improvement of the River Don Corridor, specifically its natural assets, and in doing so encourages positive action and action to redress disadvantage in the following ways:

- improve the number and quality of access opportunities for all, to and along the Corridor;
- improve the number and quality of recreational opportunities within the Corridor;
- improve environmental quality and mitigate and adapt to the risks of the negative impacts of climate change across the Corridor; and
- encourage community engagement in the design and management of the open spaces within the Corridor, and the activities that take place within them;

The above seek to support community cohesion and empowerment and facilitate the improvement of health and well-being. These take place in part in, or adjacent to, areas of multiple deprivation; e.g. Tillydrone and Seaton.

11. What impact will the function, policy or procedure have on promoting good relations and wider community cohesion?

One of the explicit aims of the Framework is to 'engage and empower communities [residential / educational / business] to take an active role in planning and managing their local greenspace resources'. By their very nature, the activities associated with this aim encourage dialogue between disparate elements of a community and in doing so are likely to strengthen community empowerment and cohesion.

**STEP 3: Gather and consider evidence** (To complete this section please use the notes on pages 11 - 12 of the guide to the equality and human rights impact assessment)

12. What evidence is there to identify any potential positive or negative impacts?

Evidence	Details
Consultation	<p>Development of the Framework has included the utilisation of existing consultations exercises that have taken place focussing on the Corridor itself. In addition, City wide consultations that related to the themes within the Framework have also been utilised, i.e. the Core Paths Plan, Open Space Strategy and Neighbourhood Community Action Plans.</p> <p>Extensive consultation has taken place on the development of this specific Framework. Various geographical and communities of interest, including business and third sector organisations have been involved in a series of River Don Corridor Network meetings in 2011/12 to consider the Strengths, Weaknesses, Opportunities and Threats in relation to the River Don Corridor. These meetings have helped to guide the nature, direction and content of the Framework.</p> <p>18 specific Outreach Sessions have also taken place, consisting of detailed consultation with specific interest groups where they expressed a desire to do so.</p> <p>Ongoing consultation will take place in early 2012 as the Interim Planning Guidance goes through the statutory public consultation process.</p>
Research	<p>The Framework has been Screened through the Strategic Environmental Assessment (SEA) process.</p> <p>International spatial planning and stakeholder engagement experts have also collaborated in the development of the Framework.</p> <p>National, regional and local strategies, policies, plans and guidance has also been consulted and considered in development of the Framework.</p>
Officer knowledge and experience (including feedback from frontline staff)	<p>Frontline officers from across a range Council services have been consulted on the Framework.</p> <p>This consultation has led to feedback regarding mitigation of negative and the maximising of positive potential impacts.</p>

	Officers across the teams within the Planning & Sustainable Development Service have also brought to bear their considerable experience in development and implementation of planning guidance.
Equality monitoring data	<p>Limited data was captured concerning the demographics of the consultees – where they chose to provide this information.</p> <p>The Scottish Index of Multiple Deprivation (SIMD) data sets were utilised to guide the nature and content of the Framework within specific geographical zones.</p>
User feedback (including complaints)	<p>There has been overwhelmingly positive feedback on the process of developing the Framework, and the content of the Framework itself.</p> <p>There have been no complaints received in either of the above respects.</p>
Other	None

**STEP 4: Assess likely impacts on equality strands** (To complete this section please use the notes on pages 13 –14 of the guide to the Equality and Human Rights Impact Assessment)

13. Which, if any, equality target groups and others could be affected by this function policy or procedure? Place the symbol in the relevant box.

Equality Target Group	Positive Impact(+)	Neutral Impact (0)	Negative Impact(-)
Race*		√	
Disability	√		
Gender **		√	
LGB***		√	
Belief		√	
Younger	√		
Older	√		
Others		√	

\* Race include Gypsies/Travellers

\*\* Gender includes Transgender

\*\*\* LGB: Lesbian, Gay and Bisexual

14. From the groups you have highlighted above, what positive and negative impacts do you think the function, policy or procedure might have?

Detail the impacts and describe the groups affected.

Positive impacts (describe groups affected)	Negative Impacts (describe groups affected)
<p>The framework supports the development of all abilities access to and along the River Don and in doing so has the potential to impact positively on those with disabilities and older people.</p> <p>The framework also encourages the use of open spaces for outdoor learning and recreation thereby has the potential to positively impact on younger people also.</p>	<p>None</p>

**STEP 5: Apply the three key assessment tests for compliance assurance** (To complete this section please use the notes on pages 15 – 17 of the guide to the Equality and Human Rights Impact Assessment.)

15. 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?

**Legality**

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

Not applicable

**Legitimate aim**

17. 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**

18. 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** (To complete this section please use the notes on page 18 of the guide to the Equality and Human Rights Impact Assessment).

19. How will you monitor the implementation of the function, policy or procedure? (For example, customer satisfaction questionnaires)

The Framework is accompanied by an Implementation Plan. This Plan outlines the delivery mechanisms for the Framework and will act as a baseline for future monitoring and review processes. The future monitoring and review of the Framework and its implementation will take place alongside the monitoring and review of the Local Development Plan and associated Planning Guidance on a five year cycle.

20. How will the results be used to develop the function policy or procedure?

The results from any monitoring exercise will feed into the review process of the Framework and its future implementation.

21. When is the function, policy or procedure due for review?

The Framework will be reviewed in line with the five year cycle for the Local Development Plan and associated Planning Guidance.

**STEP 7: Report results and summary of EHRIA to the public** (To complete this section please use the notes on page 19 of the guide to the Equality and Human Rights Impact Assessment).

22. Where will you publish the results of the Equality and Human Rights Impact Assessment?

Please indicate as follows by ticking the appropriate box(es).

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

Other, please state where:

None

23. Please summarise the results of the Equality and Human Rights Impact Assessment and give an overview of whether the policy, procedure or function will meet the Council’s responsibilities in relation to equality and human rights. This summary needs to include any practical actions you intend to take / have taken to reduce, justify or remove any adverse negative impacts.

This Framework sets the vision, context and mechanisms for the long-term improvement of the River Don Corridor; for people, the economy and the environment. The Equalities and Human Rights Impact Assessment process has highlighted potential benefits in terms of improving community cohesion and empowerment. It has also identified positive impacts for those with disabilities and older and younger generations in relation to improving the quality and number of access and recreational opportunities. It has identified only neutral impacts for all other groups. Monitoring and review of the Framework will take place alongside that of the Local Development Plan in a five yearly cycle. Any opportunities to increase positive impacts, or mitigate or reduce negative impacts may be identified through the monitoring process. Attempts will be made address the impacts identified and improve the Framework and its implementation as part of the review process.

**STEP 8 SIGN OFF** (To complete this section please use the notes on page 20 of the guide to the Equality and Human Rights Impact Assessment)

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

Person completing the impact assessment

Name	Date	Signature
Louise MacSween	8 December 2011	

Quality check: document has been checked by

Name	Date	Signature
Sinclair Laing	8 December 2011	

Head of Service (Sign-off)

Name	Date	Signature
Margaret Bochel		

**Now –**

Please send a copy of your completed EHRIA form together with the Policy/Strategy/Procedure to:

Head of Service  
Community Planning and Regeneration,  
Strategic Leadership  
Aberdeen City Council  
St. Nicholas House  
Broad Street  
Aberdeen  
AB10 1GZ