



# 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** should be understood broadly to include the full range of our activities and could refer to a decision, policy, strategy, plan, procedure, report or business case, embracing a range of different actions such as setting budgets, developing high level strategies and organisational practices such as internal restructuring. Essentially everything we do!

## STEP 1: Identify essential information

1. Committee Report No.

2. Name of proposal.

3. Officer(s) completing this form.

Name	Designation	Service	Directorate
Grace Harrison	Planning Trainee	Planning and 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 delivering this proposal (for example other Council services or partner agencies).

Planning and Sustainable Development

9. Please summarise this Equality and Human Rights Impact Assessment (EHRIA). This must include any practical actions you intend to take or have taken to reduce, justify or remove any adverse negative impacts. This must also include a summary of how this proposal complies with the public sector equality duty for people with protected characteristics - see Step 2. **Please return to this question after completing the EHRIA.**

Proposal

To maintain the current position of directing the Landfill Communities Fund in Aberdeen to two Environmental Bodies, on the basis of 50% to Aberdeen Forward and 50% to Aberdeen Greenspace, for the financial years 2013/14 and 2014/15. As part of this scheme, Aberdeen City Council itself makes a 10% third party contribution in return for this direction.

Compliance with Public Sector Equality Duty

This proposal does not discriminate unlawfully, and will not cause harassment, victimisation or other conduct that is prohibited by the Equality Act 2010. It is not anticipated that there will be any negative impacts on people with protected characteristics.

The proposal will help to advance equality of opportunity by:

- Helping to ensure that every citizen in Aberdeen has the opportunity to access local, high quality parks and open spaces. This will be especially beneficial in areas where these amenities are currently lacking.
- Increasing access to education and information about environmental issues, including for children.
- Encouraging increased participation in schemes aimed at helping people to live a 'greener' lifestyle.
- Giving people from all walks of life the chance to learn new skills, do something environmentally useful, meet new people and get fresh air and exercise by volunteering.

Foster Good Relations

The projects funded by Aberdeen Forward and Aberdeen Greenspace help to foster good relations by bringing people together at events, workshops and volunteering days designed to raise awareness of environmental issues.

10. Where will you publish the results of the Equality and Human Rights Impact Assessment? Tick which applies.

- Para 9 of EHRIA will be published in committee report in Section 6 "Impact"
- Full EHRIA will be attached to the committee report as an appendix
- Copied to Equalities Team to publish on the Council website

## STEP 2: Outline the aims of the proposal

### 11. What are the main aims of the proposal?

Through the Landfill Communities Fund, administered by HM Treasury, Aberdeen City Council's operator of landfill sites (SITA UK), is able to direct Landfill Tax Credits arising from the landfill disposal of waste to approved 'Environmental Bodies' to carry out projects that meet environmental objectives. Aberdeen City Council itself makes a 10% third party contribution in return for this direction.

The proposal is to maintain the current position of directing the Landfill Communities Fund in Aberdeen to two Environmental Bodies, on the basis of 50% to Aberdeen Forward and 50% to Aberdeen Greenspace, for the financial years 2013/14 and 2014/15. This will allow Aberdeen Forward and Aberdeen Greenspace to continue to award grants to local communities for projects in the city with environmental objectives.

### 12. Who will benefit most from the proposal?

These proposals will most directly benefit the Environmental Bodies and the local community groups who are awarded grant funding to carry out projects. These projects will also benefit the people of Aberdeen by helping to improve the environment in different ways.

13. You should assess the impact of your proposal on equality groups and tell us how implementing this proposal will impact on the needs of the public sector equality duty to: eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations.

#### Eliminating Discrimination, Harassment and Victimisation

It is not anticipated that this proposal will have any significant direct positive impact on eliminating discrimination, harassment and victimisation, but it will contribute to this aim by fostering friendship and good relations between members of the community who are involved with the projects.

#### Advance Equality of Opportunity

The proposal to continue funding Environmental Bodies will help to advance equality of opportunity by:

- Helping to ensure that every citizen in Aberdeen has the opportunity to access local, high quality, parks and open spaces. This will be especially beneficial in areas where these amenities are currently lacking.
- Increasing access to education and information about environmental issues, including for children.
- Encouraging increased participation in schemes aimed at helping people to live a 'greener' lifestyle.
- Giving people from all walks of life the chance to learn new skills, do something environmentally useful, meet new people and get fresh air and exercise by volunteering.

**Foster Good Relations**

The projects funded by Aberdeen Forward and Aberdeen Greenspace help to foster good relations by bringing people together at events and workshops designed to raise awareness of environmental issues. Members of the community with shared interests can also get together for volunteering days, for instance when over 40 volunteers came together to help create Aberdeen’s first Community Orchard at Garthdee (an Aberdeen Forward project).

**STEP 3: Gather and consider evidence**

15. What **evidence** is there to identify any potential positive or negative impacts in terms of involvement, consultation, research, officer knowledge and experience, equality monitoring data, user feedback and other? You must consider relevant evidence, including evidence from equality groups.

The Landfill Communities Fund has been running in Aberdeen for a number of years and many successful projects have been carried out with the funding Aberdeen Forward and Aberdeen Greenspace have been able to provide. For example, improvements to local parks, nature conservation campaigns, research and education.

There are many case studies available on the websites of the organisations, showing how these projects have been successful in bringing people together, promoting environmental awareness and providing valuable open spaces for the community to use.

[www.aberdeenforward.org](http://www.aberdeenforward.org)

<http://www.aberdeengreenspace.org.uk/>

**STEP 4: Assess likely impacts on people with Protected Characteristics**

16. Which, if any, people with protected characteristics and others could be affected positively or negatively by this proposal? Place the symbol in the relevant box. Be aware of cross-cutting issues, such as older women with a disability experiencing poverty and isolation.

(Positive +, neutral 0, - negative)

Protected Characteristics					
Age - Younger	+	Disability	+	Gender Reassignment*	+
Older					
Marriage or Civil Partnership	+	Pregnancy and Maternity	+	Race**	+
Religion or Belief	+	Sex (gender)***	+	Sexual orientation****	+
Others e.g. poverty	+				

Notes:

\* Gender Reassignment includes Transsexual

\*\* Race includes Gypsy/Travellers

\*\*\* Sex (gender) i.e. men, women

\*\*\*\* Sexual orientation includes LGB: Lesbian, Gay and Bisexual

17. Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above.

In making the assessment you must consider relevant evidence, including evidence received from individuals and equality groups. Having considered all of these elements, you must take account of the results of such assessments. This requires you to consider taking action to address any issues identified, such as removing or mitigating any negative impacts, where possible, and exploiting any potential for positive impact. If any adverse impact amounts to **unlawful discrimination**, the policy must be amended to avert this. Detail the impacts and describe those affected.

The proposal to continue funding Environmental Bodies will have a positive impact on people with any or all of the Protected Characteristics, as anybody can get involved with the projects as volunteers or take advantage of the education, information and resources that are offered to raise awareness of environmental issues and help people live 'greener' lifestyles.

**STEP 5: Human Rights - Apply the three key assessment tests for compliance assurance**

18. Does this proposal/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 saying how. **If you answer "no", go straight to question 22.**

NO.

- 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**

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

**Legitimate aim**

20. Is the aim of the policy identified in Steps 1 and 2 a legitimate aim being served in terms of the relevant equality legislation or the Human Rights Act?

**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?

**STEP 6: Monitor and review**

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

The Environmental Bodies will continue to undertake compliance auditing on an annual

basis to ensure that their activities still meet environmental objectives, and are therefore still approved by ENTRUST (the regulator of the Landfill Communities Fund).

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

This monitoring will be used at the time of the next review (in 2 years) to establish if it is still appropriate to contribute funding from Landfill Communities Fund to the Environmental Bodies.

### 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
Grace Harrison	08/02/2013	

Quality check: document has been checked by

Name	Date	Signature
Gale Beattie		

Head of Service (Sign-off)

Name	Date	Signature
Margaret Bochel		

### Now –

Please send an electronic copy of your completed EHRIA - without signatures - together with the proposal to:

Equalities Team  
Customer Service and Performance  
Corporate Governance  
Aberdeen City Council  
**Business Hub 13**  
Second Floor North  
Marischal College  
Broad Street  
Aberdeen  
AB10 1AB

