



# 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
Maria Thies	Project Management Officer	Regeneration & Housing Investment	Housing & Environment

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).

Whilst the lead in the preparation of this report is Housing & Environment, all Directorates are responsible for the development and implementation of action plans to ensure progress to achieving the outcomes.

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.**

The delivery of this project will facilitate an improved transport infrastructure at what is acknowledged to be one of the region's worst economic/transport bottlenecks. In community regeneration terms, this can contribute positively to the delivery of an improved physical environment, create local employment opportunities, access to goods and new or improved services and further tackle a negative perception of the local area. The Council is dedicated to driving forward regeneration and improving the quality of life in Middlefield.

A working group has been set up with members of the Middlefield Project alongside officers and local members to discuss progress and any concerns from the community.

Aberdeen City Council is fully committed to community consultation and a comprehensive consultation plan is currently being devised to ensure all stakeholders are consulted at key stages in the delivery of this project over the next five years. It will also include mechanisms for reaching specific target groups and traditionally "hard to reach" groups

Previous consultation exercises in the Middlefield area will help inform how best to ensure all groups receive the same information allowing them to make informed choices about what options may need to be considered regarding their own individual circumstances. Local opinion (with a number of alternative viewpoints and concerns) broadly recognises the opportunities for the city economy by supporting this project, as well as the opportunities for local regeneration.

It is imperative that all tenants required to be relocated are thoroughly assessed and their needs are fully met in their new location.

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?

The aim of the proposal is to prepare, advise and communicate a way forward in preparation of the new junction upgrade for the Haudagain roundabout.

12. Who will benefit most from the proposal?

- People living or working in Aberdeen
- Visitors to Aberdeen
- Users of Aberdeen City Council Services
- Residents of the Middlefield area

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.

The delivery of this project will facilitate an improved transport infrastructure at what is acknowledged to be one of the region's worst economic/transport bottlenecks. In community regeneration terms, this can contribute positively to the delivery of an improved physical environment, create local employment opportunities, access to goods and new or improved services and further tackle a negative perception of the local area. The Council is dedicated to driving forward regeneration and improving the quality of life in Middlefield.

A working group has been set up with members of the Middlefield Project alongside officers and local members to discuss progress and any concerns from the community.

ACC is fully committed to community consultation and a comprehensive consultation plan is currently being devised to ensure all stakeholders are consulted at key stages in the delivery of this project over the next five years. It will also include mechanisms for reaching specific target groups and traditionally "hard to reach" groups

## 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.

Due to the fact that a number of people will be required to move elsewhere as a result of the new road, it will be imperative that a full communications strategy is implemented which provides, accurate, timely and informative information to all residents living in the area.

Previous consultation exercises in the Middlefield area will help inform how best to ensure all groups receive the same information allowing them to make informed choices about what options may need to be considered regarding their own individual circumstances. Local opinion (with a number of alternative viewpoints and concerns) broadly recognises the opportunities for the City Economy by supporting this project, as well as the opportunities for local regeneration.

It is imperative that all tenants required to be relocated are thoroughly assessed and their needs are fully met in their new location.

**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	0	Disability	0	Gender Reassignment*	0
Older					
Marriage or Civil Partnership	0	Pregnancy and Maternity	0	Race**	0
Religion or Belief	0	Sex (gender)***	0	Sexual orientation****	0
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

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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.

Positive impacts (describe protected characteristics affected)	Negative Impacts (describe protected characteristics affected)
<p>This project will not only facilitate an improved transport infrastructure at what is acknowledged to be one of the regions worst economic /transport bottlenecks but in community regeneration terms will contribute positively to the delivery of an improved physical environment, create local employment, access to goods and new or improved services and further tackle a negative perception of the area.</p>	

**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.**

- 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?**

**Possibly Article 8- Home and Private life.**

However, ACC is fully committed to community consultation and a comprehensive consultation plan is currently being devised to ensure all stakeholders are consulted at key stages in the delivery of this project over the next five years. It will also include mechanisms for reaching specific target groups and traditionally "hard to reach" groups. Each individual will be assessed and consulted at the appropriate stage to ensure their needs are fully met.

**Legality**

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

n/a

**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?

n/a

**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?

n/a

### STEP 6: Monitor and review

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

Officers who have responsibility to develop and implement actions plans to ensure progress to achieving outcomes will monitor progress at 6 monthly intervals to the Project Manager who will include this in future committee programme update reports.

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

This will help ensure that people and their needs remain at the heart of this project to ensure a positive outcome for individuals, the community and Aberdeen City.

### 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
Maria Thies	29/04/13	

Quality check: document has been checked by

Name	Date	Signature
Faiza Nacef	30/04/13	

Head of Service (Sign-off)

Name	Date	Signature

### Now –

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

Equality and Human Rights Impact Assessment – the Form.  
Equalities Team  
Customer Service and Performance  
Corporate Governance  
Aberdeen City Council  
**Business Hub 13**  
Second Floor North  
Marischal College  
Broad Street  
Aberdeen  
AB10 1AB

Telephone 01224 523039 Email [sandrab@aberdeencity.gov.uk](mailto:sandrab@aberdeencity.gov.uk)