



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
Fiona Gray	Development Manager	Culture, Sport & Communities	Education, Culture & Sport

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).

The Lead Council Service is Education, Culture and Sport - Sport and Communities Team.

The organisations to be receiving funds from the Communities Team budget are: Aberdeen Lads Club, Fersands & Fountain Project, Printfield Project, Middlefield Project, St Machar Parent Support Project and Workers Educational Association.

Colleagues in Legal support the delivery of these services through Service Level Agreements.

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 continuation of funding will impact positively on the communities served by the Projects listed. The majority of the communities are ranked in the 0 – 15% most deprived data zones in Aberdeen – Scottish Index of Multiple Deprivation 2012. This links to Aberdeen City Council Equality Outcomes 7, 8, 14 and 18a.

Organisations will continue to be required to evidence regular and sustainable provision for communities or individuals in deprivation or who are otherwise disadvantaged, as part of any funding agreement. Specific targets are defined as part of the Service Level Agreement which is monitored by the councils Liaison Officer, the Development Manager Performance & Commissioning, and this includes equality monitoring in terms of employment opportunities and access for service users.

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 service has historically provided funding to the above listed organisations to deliver community learning and development activities on behalf of Aberdeen City Council. These organisations are all unincorporated charitable bodies.

The services provided by the funded projects include childcare, youth work, adult learning and capacity building.

Within these funded projects an element of the funding received is used for underpinning management and administrative costs which enable these projects to access funding/services beyond that of the funding from ACC into their areas of work.

12. Who will benefit most from the proposal?

Predominantly people living in the communities of Tillydrone; Ferriers, Sandilands, Fountain and Woodside; Middlefield; Printfield and in addition the wider St Machar Academy catchment area which further includes the neighbourhoods of Seaton, Hilton and Stockethill. The neighbourhoods include 14 of the 22 classified in the SIMD 2012 0 – 15% most deprived data zones in Aberdeen. Income, Employment, Health and Education, Skills & Training are the particular domains which the communities rank high in levels of deprivation.

The Workers Educational Project has a wider city catchment area.

All projects endorse the equal opportunity policy and focus on groups experiencing barriers as a result of economic circumstance, social isolation, limited confidence, low self-esteem or lack of educational opportunity. This includes but not exclusively, learners /potential learners who live in areas of high deprivation, have very limited/ no qualifications, who are seeking to return to work or up skill, who have been in the criminal justice system and young people making transitions.

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 funding contributes to enabling the Projects to provide staff and activities supporting vulnerable children & families, adults and older people living in a number of the most economically deprived areas of Aberdeen.

Projects will address the learning needs of the groups served to support their effective and productive involvement in their communities and learning.

The activities of the projects contribute to Getting It Right For Every Child (GIRFEC), positive destinations for young people and skills and training for adults seeking employment/education.

Activities advance equality of opportunity and foster good relations ensuring they are inclusive by taking into account the needs of the communities they serve.

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.

Projects report on the target groups whose needs are being met by the funding. Reports include the number and range of activities provided and will require to demonstrate how inclusive the opportunities provided are.

SIMD data is used to highlight number of neighbourhoods in deprivation and monitor if their status improves.

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

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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.

<p>Positive impacts (describe protected characteristics affected)</p> <p>Funding Community Projects supports projects working with some of the most vulnerable people in the most deprived areas of Aberdeen.</p>	<p>Negative Impacts (describe protected characteristics affected)</p>
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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.

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?

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)

As the designated Aberdeen City Council Liaison Officer for the projects I will work with the projects to maintain the system of reporting already set up – quarterly reports to include the numbers of people being supported and the progress on the agreed outcomes.

At the start of the financial year Projects produce an annual plan setting out their priorities and outcomes. This plan must have direct linkage to the ECS Service Plan and the relevant Learning Partnership priorities for the areas served.

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

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
Fiona Gray	17 March 2014	

Quality check: document has been checked by

Name	Date	Signature
<i>Faiza Nacef</i>		

Head of Service (Sign-off)

Name	Date	Signature
<i>Sheila Sansbury</i>		

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

Telephone 01224 523039 Email sandrab@aberdeencity.gov.uk