



# 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
Gail Woodcock	Service Manager Sport & Communities	Communities, Culture and Sport	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).

Lead: Education, Culture and Sport

Delivery of the recommendations of the report will involve the Accord Card Team, and external partners including Sport Aberdeen, Aberdeen Sports Village, Garthdee Alpine Sports and NHS

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.**

This assessment indicates a largely positive impact for people with protected characteristics, specifically those with disabilities and older people. Increased promotion of the scheme will help ensure that those with protected characteristics are aware of this opportunity to access reduced cost activities and could lead to improvements in health and wellbeing for these groups.

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?

To have a fit for purpose concessionary scheme in Aberdeen that seeks to reduce health and wellbeing inequalities in Aberdeen, with an aim to facilitate access to increased regular participation in health and wellbeing for those whom affordability or disability is a barrier.

12. Who will benefit most from the proposal?

Those with physical or mental disabilities or whom cost is a barrier to participation.

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.

This proposal is a consequence of the changing circumstances in the DWP Benefits System, the new strategic priorities emerging for ACC, and the clear opportunity to align the A2L Scheme more closely to health improvement and increasing regular participation in active recreation.

The following key points demonstrate how this proposal will contribute to the public sector equality duty: to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations:

- Less of a universal benefit based on eg age, rather a tool to address disadvantage, and in so doing, also improve health. People who have low incomes, for whatever reason, are also amongst those who are less likely to participate in physical activity on a regular basis, due to cost. This future approach could make A2L an access scheme reflecting real local need whilst also being linked to national, or core principles regarding disadvantage (including disability, which is a permanent disadvantage).
- Facilitates access to sport and physical activity, on a regular basis, for those people for whom cost is a real barrier (on a long or short term basis) ie people on a low wage. Families of those on a low wage should also benefit from an access scheme. This approach would reflect local priorities for Aberdeen.
- Facilitates access to sport and physical activities on a regular basis for those who have a recognised disability (physical or learning), irrespective of where they live, because this disability affects both the quality of their life, and their income, if they are unable to work full time. This would also mean young people with disabilities would be able to benefit from participating in activities, irrespective of where they live. This would reflect national access principles.
- Targets older people on low income who will still benefit. The change from universal ensures that those who can afford to pay do so, and those that cannot, are given at least some support.
- Revised ACC A2L Scheme should be aligned to the new national benefit system to ensure it is offered to all those categorised as being on a low income. Those in receipt of Council tax reductions, housing benefit, and guarantee element of Pension Credit are eligible for A2L.
- Access to quality and affordable childcare service.
- Recognises those living on low income but receive none or very limited benefits due to being just over benefit threshold.

**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.

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**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					

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.



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**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?

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**STEP 6: Monitor and review**

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

Working group will be set up to implement and monitor the implementation. The working group will identify how the implementation will be monitored.
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23. How will the results of this impact assessment and any further monitoring be used to develop the proposal?

The results of the impact assessment and further monitoring will be used to further refine (if required) the proposed changes to policy.
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**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
Gail Woodcock	26 March 2014	

Quality check: document has been checked by

Name	Date	Signature

Head of Service (Sign-off)

Equality and Human Rights Impact Assessment – the Form.

Name	Date	Signature

**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](mailto:sandrab@aberdeencity.gov.uk)