

# Equality and Human Right Impact Assessment: The Form



**Aberdeen City Council**

## EHRIA

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, the word “proposal” refers to policy, strategy, plan, procedure, report or business case. This then, embraces a range of different actions such as setting budgets, developing high level strategies and organisational practices such as internal restructuring. Please also refer to the “Completion Terminology” at the end of the form.

## 1: Equality and Human Rights Impact Assessment- Essential Information

<b>Name of Proposal:</b>  Sports Grants	<b>Date of Assessment:</b>  17 December 2014
<b>Service:</b>  Communities, Culture and Sport	<b>Directorate:</b>  Education, Culture & Sport
<b>Committee Name</b> (Where appropriate):  Education and Children’s Services Committee	<b>Date of Committee</b> (Where appropriate):  29 January 2015
<b>Who does this proposal affect?</b>  Please Tick ✓	Employees <input type="checkbox"/>  Job Applicants <input type="checkbox"/>  Service Users <input type="checkbox"/>  • Members of the Public <input type="checkbox"/>  Other (List below) <input type="checkbox"/>

<b>2: Equality and Human Rights Impact Assessment- Pre-screening</b>	
<b>Is an impact assessment required?</b>	<input type="checkbox"/> Yes <input type="checkbox"/>
<b>If No, what is the evidence to support this decision?</b> (Once this section is completed, please complete section 8 of the form).	

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### 3: Equality and Human Rights Impact Assessment

<p><b>a- What are the aims and intended effects of this proposal?</b></p>	<p>The main aim of the proposal is to approve the recommendation of providing funding to successful applicants.</p>
<p><b>b- What equality data is available in relation to this proposal?</b>  (Please see guidance notes)</p>	<p>Local sports groups and organisations adopt a variety of methods to attract funding, however some groups would be unable to host an event or develop further without the financial assistance available from the City Council. Groups who do not meet the criteria will be assisted by officers to source alternative solutions.</p> <p>Aberdeen City Council’s Sports Grants is a funding programme which is open to any voluntary or not-for-profit organisation or club who deliver sport or physical activity within the city.</p>

The grant criteria is aligned to the key objectives of “Fit for the Future” the Sport and Physical Activity Strategy for Aberdeen (2009-2015). Each application is assessed against the criteria, with recommendations developed and put forward to the relevant Committee for a decision.

All applicants are provided with support from officers before and after applications have been considered. This includes the offer of individual support sessions, resulting in detailed feedback on how to improve the quality of their application.

<p><b>c- List the outcomes from any consultation that relate to equalities and/or human rights issues e.g. with employees, service users, Unions or members of the public that has taken place in relation to the proposal.</b></p>	<p>Consultation takes place between the applicant and Council Officers. Guidance is offered through referring to the criteria set. There are instances where applications are rejected based on the basis that their application does not reflect aims in the Fit for Future strategy or is not aligned to the set criteria in the guidance packs.</p> <p>In cases where an outcome is unsuccessful, these are the frequent reasons for deferral or rejection of funding applications:</p> <ul style="list-style-type: none"> <li>• Application forms not fully completed or illegible</li> <li>• The benefits of the initiative do not clearly show the primary benefit is to residents of the City.</li> <li>• Projects do not have clear outputs or outcomes</li> <li>• Match funding is either not confirmed (in which case an application is deferred) or indicated.</li> <li>• There is no evidence of need ascertained, of wider benefit, and/or there is evidence of duplication of</li> </ul>

services already supported by Aberdeen City Council

- The organisation or Club has outstanding debt with Aberdeen City Council
- The club cannot meet FTTP (Following the Public Pound) guidance and/or has not submitted reports against previous grant allocations
- The group or club is not constituted as required by the grants criteria
- The group or club does not have a bank account with two authorised signatories
- Applications for transport represent a significant proportion of the grant with no evidence of participants subsidising travel
- Requests to visit or train at facilities out with the City may be rejected if similar facilities are available locally
- Projects or requests for staffing do not evidence any forward planning recognising future stability
- Standards of coaching or volunteering do not meet acceptable standards
- There are inadequate or no monitoring and evaluation plans

In relation to this particular report the following applicants are recommended by Council Officers for funding support. Through this support actions create opportunities of positive actions relating to equality outcomes:

### **Feedback and additional support**

Council Officers from a variety of backgrounds and knowledge work together to assess the wider value to the sports sector of each application.

Where time permits, Aberdeen City Council staff will contact organisations on receipt of their applications to seek clarification or further information. This is not always possible when applications are received very close to the deadline for Committee reports. Organisations are offered a telephone call or a face to face meeting to help improve their applications.

Where applications are recommended for deferral or rejection, organisations are contacted and offered verbal or written feedback to support a resubmission.



In addition, Officers provide advice and support to sports organisations with application to Awards for All, and other small sports grants funding streams.

In relation to this particular report the following applicants are recommended to receive grant funding support and this aims to create opportunities of positive actions relating to equality outcomes:

**Aberdeen Amateur Athletics Club**

The club wishes to expand and develop local satellite areas in the city, and by providing opportunities in identified local community areas, the club believes it can make a positive impact in increasing participation and has an age range of between 9-90 years of all levels and abilities.

As the club expands it recognises the need to further develop its volunteer workforce and by developing opportunities in local areas there is scope to recruit more local people and ensure they are supported so they can contribute to delivering high quality experiences to participants.

Another aspect is for the club to provide more local open graded competitions and attract high profile athletes to the city. This helps to make events affordable by reducing travelling costs and creates more opportunities for local people to be involved whether participating in a volunteer or competitive capacity.

**Aberdeen Football Club Community Trust – School Football and Mentoring Programme**

One of the key aspects of this project is about making sure those who are first introduced to football at primary school level gain high quality and educational experiences. This is targeted at players and volunteers by engaging with the Positive Coaching Scotland Programme which educates club leaders, coaches, parents and players. Please refer to the following link for more detailed information:

[http://www.scottishfa.co.uk/scottish\\_football.cfm?page=2907](http://www.scottishfa.co.uk/scottish_football.cfm?page=2907)

By working towards one single league structure governed by Aberdeen Football Club there is an opportunity to create consistency in relation to quality experiences. The project seeks to promote better play and hence increase participation and sustain activity in football. Over the long

term there should be a shift in cultural change and attitude to benefit all involved in the pathway.

Part of this project also involves a community club coach mentoring programme. This means coaches in local areas gain support with their development which will have a positive impact on the clubs.

### **Denis Law Legacy Trust – Streetsport**

This project focuses on providing opportunities for 'hard to reach' young people. The aim is to reduce crime and antisocial behaviour. By taking equipment to identified local areas the partners can work together to offer opportunities that may enhance the lives of these people.

### **Volunteer for Sport**

This project demonstrates commitment to students who wish to gain experience and relevant qualifications in sport so they can contribute to the local community. This supports local clubs and helps to inspire children and athletes to participate in activities whether in a school or club environment, hence

contributing to their quality of life. For more detailed information please see the link below.

<http://www.rgu.ac.uk/student-life/campus-life/rgu-sport/volunteer-for-sport>

### **Coach And Volunteer Grant**

Applicants who apply for this grant have recommendations of grant support that are in line with the set criteria, and also consistent with previous applicants to ensure a fair process is in place. By providing support towards educational training a positive impact will take place through their coaching delivery which will contribute to high quality experiences within club environments.

### **Talented Athletes Grant**

A panel is in place along with supporting statements from their governing body. This ensures a fair and transparent judgement takes place for each individual and the appropriate of funding is recommended or declined.

<p><b>d- Financial Assessment</b></p> <p>If applicable, state any relevant cost implications or savings expected from the proposal.</p>	<p><b>Costs (£)</b></p> <p>Implementation cost    <input type="text" value="£26,811.25"/></p> <p>Projected Savings        <input type="text" value="£0"/></p>
<p><b>e- How does this proposal contribute to the public sector equality duty: to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations?</b></p>	
<p>The sports grants provide additional opportunities to support and help individuals/organisations and clubs in further development. Clubs and organisations often apply for funding to help with specific underprivileged groups. Therefore, this contributes to the public sector equality duty to advance equality of opportunities.</p>	
<p><b>f- How does this proposal link to the Council's Equality Outcomes?</b></p>	
<p> </p>	

The proposal links to outcomes by ensuring all citizens are encouraged and supported appropriately to make their full contribution. The grants scheme is a proactive approach to supporting projects that target underprivileged groups and contribute towards reducing isolation of minority communities. This links to Equality Outcome 14, that people with protected characteristics make better use of sporting and cultural facilities.

#### 4: Equality Impact Assessment - Test

**What impact will implementing this proposal have on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?**

Protected Characteristic:	Neutral Impact: Please √	Positive Impact: Please √	Negative Impact: Please √	Evidence of impact and if applicable, justification where a ' <i>Genuine Determining Reason</i> '* exists *( see completion terminology)
<b>Age</b> (People of all ages)		✓		
<b>Disability</b> (Mental, Physical, Sensory and Carers of Disabled people)		✓		
<b>Gender Reassignment</b>		✓		
<b>Marital Status</b> (Marriage and Civil Partnerships)		✓		
<b>Pregnancy and Maternity</b>		✓		

<b>Equality Impact Assessment Test:</b>				
<b>What impact will implementing this proposal have on employees, service users or other people who share characteristics protected by <i>The Equality Act 2010</i> ?</b>				
<b>Protected Characteristic:</b>	<b>Neutral Impact:</b> Please √	<b>Positive Impact:</b> Please √	<b>Negative Impact:</b> Please √	<b>Evidence of impact and if applicable, justification where a '<i>Genuine Determining Reason</i>'* exists</b> *( see completion terminology)
<b>Race</b> (All Racial Groups including Gypsy/Travellers)		✓		
<b>Religion or Belief or Non-belief</b>		✓		
<b>Sex</b> (Women and men)		✓		
<b>Sexual Orientation</b> (Heterosexual, Lesbian, Gay And Bisexual)		✓		
<b>Other</b> (e.g: Poverty)		✓		



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<b>5: Human Rights Impact Assessment Test</b>	
<b>Does this proposal have the potential to impact on an individual's Human Rights? Evidence of impact and , if applicable, justification where the impact is proportionate</b>	
<b>Article 2 of protocol 1: Right to education</b>	<b>No</b> Evidence:
<b>Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment</b>	<b>No</b> Evidence:
<b>Article 6: Right to a fair and public hearing</b>	<b>No</b> Evidence:

<b>Article 8: Right to respect for private and family life, home and correspondence</b>	<input type="checkbox"/> No <b>Evidence:</b>
<b>Article 10: Freedom of expression</b>	<input type="checkbox"/> No <b>Evidence:</b>
<b>Article 14: Right not to be subject to discrimination</b>	<input type="checkbox"/> No <b>Evidence:</b>
<b>Other article not listed above, please state:</b>	<input type="checkbox"/> No <b>Evidence:</b>

<b>6: Assessment Rating:</b>	
<b>Please rate the overall equality and human right assessment</b> (Please see Completion terminology)	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Green
<b>Reason for that rating:</b>	There are no negative impacts.

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### 7: Action Planning

**As a result of performing this assessment, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?**

Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:

<b>8: Sign off</b>				
<b>Completed by (Names and Services) :</b>	Gillian Innes			
<b>Checked by (Equality Check):</b>				
<b>Signed off by (Head of Service) :</b>				
<p>Please send an electronic copy of your completed EHRIA - without signatures - together with the proposal document and/or committee report to:</p> <p>Equalities Team  Customer Service and Performance  Corporate Governance  Aberdeen City Council  <b>Business Hub 13</b>  Second Floor North  Marischal College  Broad Street  Aberdeen  AB10 1AB</p>				

### 9: Completion Terminology:

<b>Assessment Pre-screening Rating:</b>	This section will highlight where there is the obvious potential for a negative impact and subsequent risk of negative media coverage and reputational damage to the Council. Therefore, a full impact assessment is required, for example around sensitive issues such as marching, Gypsy/ Traveller issues, change to social care provision. It should also be completed to evidence why a full impact assessment was not required, example, there is no potential negative impact on people.
<b>Assessment Rating:</b>	After completing this document, rate the overall assessment as follows: <b>Red:</b> As a result of performing this assessment, it is evident that we will discriminate (direct, indirect, unintentional or otherwise) against one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is essential that the use of the proposal be suspended until further work or assessment is performed and the discrimination is removed. <b>Red Amber:</b> As a result of performing this assessment, it is evident that a risk of negative impact exists to one or more of the nine groups of people who share <i>Protected Characteristics</i> . However, a genuine determining reason may exist that could legitimise or justify the use of this proposal and further professional advice should be taken. <b>Amber:</b> As a result of performing this assessment, it is evident that a risk of negative impact exists and this risk may be removed or reduced by implementing the actions

	<p>detailed within the <i>Action Planning</i> section of this document.</p> <p><b>Green:</b> As a result of performing this proposal does not appear to have any adverse impacts on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.</p>
<b>Equality Data:</b>	<p>Equality data is internal or external information that may indicate how the proposal being analysed can affect different groups of people who share the nine <i>Protected Characteristics</i> – referred to hereafter as ‘<i>Equality Groups</i>’.</p> <p>Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <ol style="list-style-type: none"> <li>1: Application success rates by <i>Equality Groups</i></li> <li>2: Complaints by <i>Equality Groups</i></li> <li>3: Service usage and withdrawal of services by <i>Equality Groups</i></li> <li>4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i></li> </ol>
<b>Genuine Determining Reason</b>	<p>Certain discrimination may be capable of being justified on the grounds that:</p> <ul style="list-style-type: none"> <li>(i) <i>A genuine determining reason exists</i></li> <li>(ii) <i>The action is proportionate to the legitimate aims of the organisation</i></li> </ul> <p>Where this is identified, it is recommended that professional and legal advice is sought prior to completing an Equality Impact Assessment.</p>
<b>Human Rights</b>	<p>The rights set out in the European Convention on Human Rights, as incorporated into the UK Law by the Human Rights Act 1998.</p>
<b>Legal Status:</b>	<p>This document is designed to assist us in “<i>Identifying and eliminating unlawful Discrimination, Harassment and Victimisation</i>” as required by <i>The Equality Act Public Sector Duty 2011</i>. An Equality Impact Assessment is not, in itself, legally binding and should not be used as a substitute for legal or other professional advice.</p>

