

Equality and Human Right Impact Assessment: The Form



EHRIA

Aberdeen City Council

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

Name of Proposal: Knowledge Transfer Partnership (KTP) between the University of Aberdeen and Aberdeen City Council; (Data Observatory Project).	Date of Assessment: 23/04/2015										
Service: Education and Children's services	Directorate: Education and Children's services										
Committee Name or delegated power reference (Where appropriate): Education and Children's Services	Date of Committee (Where appropriate): 2/6/2015										
Who does this proposal affect? Please Tick ✓ <input style="margin-left: 100px;" type="checkbox"/> X	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Employees</td> <td style="text-align: center; padding: 5px;"><input checked="" type="checkbox"/></td> </tr> <tr> <td style="padding: 5px;">Job Applicants</td> <td style="text-align: center; padding: 5px;"><input type="checkbox"/></td> </tr> <tr> <td style="padding: 5px;">Service Users</td> <td style="text-align: center; padding: 5px;"><input type="checkbox"/></td> </tr> <tr> <td style="padding: 5px;">Members of the Public</td> <td style="text-align: center; padding: 5px;"><input checked="" type="checkbox"/></td> </tr> <tr> <td style="padding: 5px;">Other (List below)</td> <td style="text-align: center; padding: 5px;"><input type="checkbox"/></td> </tr> </table>	Employees	<input checked="" type="checkbox"/>	Job Applicants	<input type="checkbox"/>	Service Users	<input type="checkbox"/>	Members of the Public	<input checked="" type="checkbox"/>	Other (List below)	<input type="checkbox"/>
Employees	<input checked="" type="checkbox"/>										
Job Applicants	<input type="checkbox"/>										
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Members of the Public	<input checked="" type="checkbox"/>										
Other (List below)	<input type="checkbox"/>										

2: Equality and Human Rights Impact Assessment- Pre-screening

Is an impact assessment required?

Yes

No

If No, what is the evidence to support this decision?

(Once this section is completed, please complete section 8 of the form).

3: Equality and Human Rights Impact Assessment

a- What are the aims and intended effects of this proposal?

The strategic need for the Knowledge Transfer Partnership is to enable the Council and its partners to establish a capability where each and all might have ease of access to specific data currently stored in huge collections of data banks. This will be in the form of a digital data observatory and will contribute to improved collection and use of routine data, and provide information for assessing further needs. This information will provide the basis for service delivery and developments and support innovations in service delivery. The data observatory will also facilitate and help those involved in service delivery and service users' access and use the information they need to understand and improve services. Once established this may be rolled out to other areas of Aberdeen City Council's operations. The observatory will enable access to a comprehensive set of data that can provide the basis for an evidence based research approach that will inform policy and planning decisions, possibly involving all council and service partner's departments at some point in the future. With planners and policy makers able to access all this information with ease, a considerable amount of time and money can be saved during the consultancy phase.

b- What equality data is available in relation to this proposal?

(Please see guidance notes)

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.	3 workshops have been held to define the minimum viable scope of the pilot observatory based around the theme of children and young people. The workshops were one day events hosted by Aberdeen City Council and targeted at the different potential observatory user groups. Feedback from the workshops has assisted in the development the pilot observatory.

<p>d- Financial Assessment</p> <p>If applicable, state any relevant cost implications or savings expected from the proposal.</p>	<p>Costs (£)</p> <p>Implementation cost £ £66,704</p> <p>Projected Savings £</p>
<p>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?</p>	
<p>Aberdeen City Council, in partnership with the University of Aberdeen, the Scottish Government and the UK Technology Strategy Board recognise that effective performance monitoring, planning and policy decisions requires a robust evidence base on which to make decisions for monitoring existing services and future service developments.</p> <p>This proposal will enable us to take positive action to improve services and access to services for people from the protected characteristics groups and so will help the council and partners to advance equality of opportunity.</p>	
<p>f- How does this proposal link to the Council's Equality Outcomes?</p>	
<p>Provides an effective platform for performance monitoring, planning and policy making which will contribute to the</p>	

Council's Equality Outcomes as follows:

An informed Community

An accessible city

Improved customer service provision which advances equality and addresses peoples different needs.

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)
Age (People of all ages)		x		Provides an effective platform for performance monitoring, planning and policy making for 0 to 25 year olds
Disability (Mental, Physical, Sensory and Carers of Disabled people)		x		Provides an effective platform for performance monitoring, planning and policy making
Gender Reassignment	x			
Marital Status (Marriage and Civil Partnerships)	x			
Pregnancy and Maternity	x			

Equality Impact Assessment Test:				
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> ?				
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)
Race (All Racial Groups including Gypsy/Travellers)		X		Provides an effective platform for performance monitoring, planning and policy making
Religion or Belief or Non-belief	X			
Sex (Women and men)		X		Provides an effective platform for performance monitoring, planning and policy making
Sexual Orientation (Heterosexual, Lesbian, Gay And Bisexual)	X			
Other		X		Provides an effective platform for performance monitoring,

(e.g: Poverty)				planning and policy making including data on poverty using the Scottish Index of Multiple Deprivation
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5: Human Rights Impact Assessment Test	
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	
Article 2 of protocol 1: Right to education	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Evidence:</p>
Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Evidence:</p>

<p>Article 6: Right to a fair and public hearing</p>	<p>Yes No <input checked="" type="checkbox"/></p> <p>Evidence:</p>
<p>Article 8: Right to respect for private and family life, home and correspondence</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Evidence:</p>
<p>Article 10: Freedom of expression</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Evidence:</p>
<p>Article 14: Right not to be subject to discrimination</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Evidence:</p>

<p>Other article not listed above, please state:</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Evidence:</p>
<p>6: Assessment Rating:</p>	
<p>Please rate the overall equality and human right assessment (Please see Completion terminology)</p>	<p style="text-align: center;"> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Red Red Amber Green </p>
<p>Reason for that rating:</p>	<p>Potential negative impact in relation to accessibility to observatory public website however this is being addressed by using the existing council standards and protocols for accessibility</p>

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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:
Accessibility to website	Development of data on website to comply with existing standards			

8: Sign off				
Completed by (Names and Services) :				
Signed off by (Head of Service) :				
<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 Business Hub 13 Second Floor North Marischal College Broad Street Aberdeen AB10 1AB</p> <p>Telephone 01224 523039 Email sandrab@aberdeencity.gov.uk</p>				

9: Completion Terminology:

Assessment Pre-screening Rating:	<p>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.</p>
Assessment Rating:	<p>After completing this document, rate the overall assessment as follows:</p> <p>Red: 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.</p> <p>Red Amber: 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.</p> <p>Amber: 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 detailed within the <i>Action Planning</i> section of this document.</p> <p>Green: As a result of performing this proposal does not appear to have any adverse</p>

	impacts on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.
Equality Data:	<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"> 1: Application success rates by <i>Equality Groups</i> 2: Complaints by <i>Equality Groups</i> 3: Service usage and withdrawal of services by <i>Equality Groups</i> 4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i>
Genuine Determining Reason	<p>Certain discrimination may be capable of being justified on the grounds that:</p> <ol style="list-style-type: none"> (i) <i>A genuine determining reason exists</i> (ii) <i>The action is proportionate to the legitimate aims of the organisation</i> <p>Where this is identified, it is recommended that professional and legal advice is sought prior to completing an Equality Impact Assessment.</p>
Human Rights	The rights set out in the European Convention on Human Rights, as incorporated into the UK Law by the Human Rights Act 1998.
Legal Status:	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.