



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 refers to policy, strategy, plan, procedure or report.

STEP 1: Identify essential information

1. Name of proposal.

Single Equality Scheme - financial support to ShopMobility and Aberdeen Action on Disability - CG/10/006

2. Officers completing this form.

Name	Designation	Service	Directorate
Roddy MacTaggart	Strategist - Disability & Race Equalities	Community Planning and Regeneration	Corporate Governance

3. Date of Impact Assessment.

15 January 2010

4. When is the proposal next due for review?

N/A

5. Identify the Lead Council Service and who else is involved in the delivery of this proposal. (for example other Council services or partner agencies)

Community Planning and Regeneration
ShopMobility
Aberdeen Action on Disability

6. Please summarise this Equality and Human Rights Impact Assessment, (EHRIA). This must include any practical actions you intend to take / have taken to reduce, justify or remove any adverse negative impacts (if necessary continue on blank sheet of paper). **Please return to this question after completing EHRIA.**

An Equalities and Human Rights Impact Assessment was carried out into the proposal to meet the costs of refurbishing the Skyline restaurant for ShopMobility, and reconfiguring the revenue support grant for ShopMobility and Aberdeen Action on Disability from Social Care and Well Being to the Disability Strategy Action Plan budget. Following a review of commissioning, the Director/Head of Service has advised that Social Care and Wellbeing grants are under review as part of the budget process and it is likely that funding for these organisations will not be available for the year 2010/2011. Funding for the costs to refurbish the Skyline restaurant for ShopMobility and future funding support for ShopMobility and Aberdeen Action on Disability would be reconfigured to the Disability Strategy Action Plan budget, as an appropriate funding source. This would secure the short to medium term future of both organisations and help the Council meet its obligations under the General Duty on disability to promote positive attitudes towards people with disabilities and promoting equality of opportunity. The impact assessment found no negative impacts with this proposal.

7. Where will you publish the results of the Equality and Human Rights Impact Assessment? Tick all that apply.

Summary of EHRIA will be published in committee report under section “Equality Impact Assessment”

Full EHRIA will be attached to the committee report as an appendix

Summary of EHRIA to be published on Council website within relevant service pages

STEP 2: Outline the aims of the proposal

8. What are the main aims of the proposal?

To seek financial support to:

a. Relocate Shopmobility from Flourmill Lane to alternative premises in the Skyline restaurant in the Bon Accord Centre.

b. Reconfigure the Council’s financial support to Shopmobility to assist with their running expenses.

c. Reconfigure the Council’s financial support to Aberdeen Action on Disability to assist with their running expenses.

9. Who will benefit most from the proposal?

People with disabilities, their carers/partners living in and visiting Aberdeen, retail businesses, Aberdeen City Council.

10. Tell us if and how the proposal will increase equality of opportunity by permitting positive action to redress disadvantage?

N/A

11. What impact will the proposal have on promoting good relations and wider community cohesion?

Supporting ShopMobility and Aberdeen Action on Disability will let people with disabilities lead independent lives with appropriate support and contribute to active citizenship and social inclusion.

STEP 3: Gather and consider evidence

12. What evidence is there to identify any potential positive or negative impacts in terms of consultation, research officer knowledge and experience, equality monitoring data, user feedback and other?

ShopMobility is a well-used and important service to people with disabilities and the retail sector in Aberdeen. Over the past three years, use of the wheelchairs and electric scooters has increased each year. Locating the facility within the Bon Accord shopping centre will enhance its visibility and encourage even more use. Aberdeen Action on Disability is the only user led organisation working for people with sensory and physical disabilities in Aberdeen. Their active involvement with the community encourages independence and gives hope to many that someone cares.

STEP 4: Assess likely impacts on equality strands

13. Which, if any, equality target groups and others could be affected positively or negatively by this proposal? Place the symbol in the relevant box.

(Positive +, neutral 0, - negative)

Equality Target Group					
Race*	0	Disability	+	Gender**	0
LGB***	0	Belief	0	Younger	0
Older	+	Others e.g. poverty		Carers	+

* Race includes Gypsies/Travellers

** Gender includes women, men, Transgender

*** LGB: Lesbian, Gay and Bisexual

14. Please detail the potential positive and/or negative impacts on the groups you have highlighted above? Detail the impacts and describe the groups affected.

Positive impacts (describe groups affected)	Negative Impacts (describe groups affected)
<p>People with mobility disabilities will have a better environment to collect and return their mobility aids. Locating the ShopMobility unit in the Bon Accord shopping centre will put it at the heart of one of the main retail outlets in the city, undercover with excellent parking facilities and make it easier for users to get their wheelchair or scooter and get to the shops.</p> <p>Supporting Aberdeen Action on Disability will maintain the Council’s commitment to promoting social inclusion for people with disabilities, ensuring that their voice continues to be heard and that they are encouraged to live independent lives.</p>	

STEP 5: Apply the three key assessment tests for compliance assurance

15. Does this 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 how. **If you answer “no”, go to question 19. No**

<p><input type="checkbox"/> Article 3 – Right not to be subjected to torture, inhumane or degrading treatment or punishment</p> <p><input type="checkbox"/> Article 6 – Right to a fair and public hearing</p> <p><input type="checkbox"/> Article 8 – Right to respect for private and family life, home and correspondence</p> <p><input type="checkbox"/> Article 10 – freedom of expression</p> <p><input type="checkbox"/> Other article not listed above</p> <p>How?</p>
--

Legality

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

--

Legitimate aim

17. Is the aim of the policy a legitimate aim being served in terms of the relevant equality legislation or the Human Rights Act?

--

Proportionality

18. Is the impact of the policy proportionate to the legitimate aim being pursued? Is it the minimum necessary interference to achieve the legitimate aim?

STEP 6: Monitor and review

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

ShopMobility and Aberdeen Action on Disability submit regular reports to the Council on the outcomes they achieve supporting our Single Equality Scheme Disability Action Plan.

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

Should it be necessary a further report will be presented to the Finance and Resources Committee to consider future commitments.

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
Roddy MacTaggart	15 January 2010	

Quality check: document has been checked by

Name	Date	Signature
Sandra Bruce	15 January 2010	

Head of Service (Sign-off)

Name	Date	Signature
Kath Beveridge	January 2010	

Now –

Please send a copy of your completed EHRIA together with the proposal to:

Head of Service
Community Planning and Regeneration,
Housing and Environment
Aberdeen City Council
St. Nicholas House
Broad Street
Aberdeen
AB10 1GZ