

Appendix 2 -

Equality and Human Right Impact Assessment: The Form

EHRIA

There are separate guidance notes to **ABERDEEN CITY COUNCIL** 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.

Aberdeen City Council



1:Equality and Human Rights Impact Assessment- Essential Information

Name of Proposal:	Date of Assessment:
RES Approval	November 2015
Service:	Directorate:
Economic Development	Communities, Housing and Infrastructure
Committee Name or delegated power reference (Where appropriate):	Date of Committee (Where appropriate):
Full Council	December 16 th 2015
Who does this proposal affect? Please Tick ✓	Employees ✓
	Job Applicants <input type="checkbox"/>
	Service Users <input type="checkbox"/>
	Members of the Public ✓
	Other (List below) ✓

	Businesses, other public sector organisations and the voluntary sector.
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2: Equality and Human Rights Impact Assessment- Pre-screening

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

a- What are the aims	The RES aims to put in place a long term Economic Strategy for the North East of Scotland. This public-private partnership approach is intended to deliver many benefits to the region including
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**and
intended
effects of
this
proposal?**

the following commitments:

- We will focus on enterprise and innovation in established firms and support businesses to develop new solutions.
- We will develop our position as a global energy hub and will be a world leader in attracting high skilled workers and expertise encouraging new ideas, investment and cultures.
- We will improve on our economic impact by delivering investment in competitive infrastructure that our businesses, residents, workers and visitors rightly expect.
- We will create new opportunities for improved housing that is affordable to all.
- We will seek new and effective solutions to how we deliver our public services.
- We will make planning and regulatory processes the best of all Scottish City Regions.
- We will strengthen the skills of our people and attract new talent to provide a skilled workforce for the future and tackle barriers to employability and jobs.

<p>b- What equality data is available in relation to this proposal?</p> <p>(Please see guidance notes)</p>	<p>There is no equality data available in relation to this proposal. Consultation participants were not asked for any personal information</p>
<p>c- List the outcomes from any consultation that relate to equalities</p>	<p>No consultations relating to equalities and/or human rights issues have been undertaken..</p>

<p>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.</p>	
<p>d- Financial Assessment</p> <p>If applicable, state any relevant cost implications</p>	<p>Costs (£)</p> <p>Implementation cost <input data-bbox="831 1107 1050 1177" type="text" value="£"/></p> <p>Projected Savings <input data-bbox="831 1225 1050 1295" type="text" value="£"/></p>

<p>or savings expected from the proposal.</p>	<p>It is impossible to determine at this stage what cost implications / savings will be. The RES is a broad programme of work and does not drill down into this level of detail. Each action plan developed as part of the strategy implementation would be required to undertake such work.</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>The proposal is neutral in “Eliminating Discrimination”, is positive in “advancing equality of opportunity” and is neutral in “fostering good relations”.</p> <p>The proposal is positive in “Advancing Equality of Opportunity” because of the following:</p> <ul style="list-style-type: none"> - Creating and safeguarding more jobs and training opportunities - Develop more affordable housing - Develop new industries for the region to create new job <p>N.B this is not an exhaustive list.</p>	
<p>f- How does this proposal link to the Council’s Equality Outcomes?</p>	
<p>The proposal will support delivery of outcomes 1,8,15 and 16.</p>	

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)		✓		Creating jobs and improving the region as a place to live, visit and invest
Disability (Mental, Physical, Sensory and Carers of Disabled people)		✓		Inclusion is a key part of the proposal.
Gender Reassignment	✓			
Marital Status (Marriage and Civil Partnerships)	✓			
Pregnancy and Maternity	✓			

Race (All Racial Groups including Gypsy/Travellers)	✓			
Religion or Belief or Non-belief	✓			
Sex (Women and men)	✓			
Sexual Orientation (Heterosexual, Lesbian, Gay And Bisexual)	✓			
Other (e.g: Poverty)		✓		The proposal will promote more affordable housing in the region

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	No
Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment	No
Article 6: Right to a fair and public hearing	No
Article 8: Right to respect for private and family life, home and correspondence	No
Article 10: Freedom of expression	No
Article 14: Right not to be subject to discrimination	No
Other article not listed above, please state:	No
6: Assessment Rating:	
Please rate the overall equality and human right assessment	<input type="checkbox"/> Red <input type="checkbox"/> Red Amber <input type="checkbox"/> Amber <input checked="" type="checkbox"/> Green

(Please see Completion terminology)	
Reason for that rating:	The proposal does not negatively impact overall equality and human rights.

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 <i>The Equality Act 2010</i> ?				
Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
8: Sign off				

Completed by (Names and Services) :	Stuart Bews, Economic Development
Signed off by (Head of Service) :	Richard Sweetnam
<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:	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.
Assessment Rating:	After completing this document, rate the overall assessment as follows: 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. 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. 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. Green: 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.
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.