

Equality and Human Right Impact Assessment: The Form



Aberdeen City Council

EHRIA

Please use this form to any new or revised **policy, strategy, plan, procedure, report or business case** – referred to as “**proposal**”.

If No impact assessment is required, please complete section 7&8 of the form providing the evidence to support your decision.

1: Equality and Human Rights Impact Assessment- Essential Information											
Name of Proposal: Review of Article 4 Direction Orders	Date of Assessment: 17/2/16										
Service: Development Management	Directorate: CHI										
Committee Name or delegated power reference (Where appropriate): Planning Development Management	Date of Committee (Where appropriate): 17 March 16										
Who does this proposal affect? Please Tick ✓	<table> <tr> <td>Employees</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Job Applicants</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Service Users</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Members of the Public</td> <td><input type="checkbox"/></td> </tr> <tr> <td>Other (List below)</td> <td><input type="checkbox"/></td> </tr> </table>	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"/>
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Job Applicants	<input type="checkbox"/>										
Service Users	<input type="checkbox"/>										
Members of the Public	<input type="checkbox"/>										
Other (List below)	<input type="checkbox"/>										
2: Equality and Human Rights Impact Assessment- Pre-screening											
If No impact assessment is required, please complete section 7&8 of the form providing the evidence to support this decision											

3: Equality and Human Rights Impact Assessment

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

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.

<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 £ <input type="text"/></p> <p>Projected Savings £ <input type="text"/></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></p>	
<p>f- How does this proposal link to the Council's Equality Outcomes?</p>	
<p></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)				
Disability (Mental, Physical, Sensory and Carers of Disabled people)				
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)				

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	Evidence
Article 2 of protocol 1: Right to education Yes No	
Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment Yes No	

Article 6: Right to a fair and public hearing Yes No	
Article 8: Right to respect for private and family life, home and correspondence Yes No	
Article 10: Freedom of expression Yes No	
Article 14: Right not to be subject to discrimination Yes No	
Other article not listed above, please state: 	

7- EHRIA Summary and Action Planning				
Report Title	Review of Article 4 Direction Orders			
Assessment not required	Evidence The proposals have no relationship to anyone's age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race equality, religion or belief, sex (gender) and sexual orientation.			
Assessment completed	As a result of completing this assessment, what actions are proposed to remove or reduce any risks of adverse outcomes which were identified.			
Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
NA				

8: Sign off	
Completed by (Names and Services) :	Zinnie Denby-Mann – Development Management (Masterplanning, Design and Conservation)
Signed off by (Head of Service) :	
<p>Only sections 7 and 8 will be attached to the committee report</p> <p>The full EHRIA will be published on Aberdeen City Council's website under http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp</p> <p>Please send an electronic format of the full EHRIA without signature to SHoward@aberdeencity.gov.uk</p>	