

ABERDEEN CITY COUNCIL

COMMITTEE Corporate Policy & Performance DATE 4 March 2010
DIRECTOR Stewart Carruth
TITLE OF REPORT Support to transform the Aberdeen Racist Incident Partnership
to the Aberdeen Prejudice Incident Partnership
REPORT NUMBER CG/10/007

1. PURPOSE OF REPORT

This report seeks support to transform the Aberdeen Racist Incident Partnership (ARIP) to the Aberdeen Prejudice Incident Partnership.

The Aberdeen Racist Incident Partnership was formed around 1999/2001 following publication of the Macpherson report in 1999 of the enquiry into the murder of Stephen Lawrence in 1993. The partnership comprised Aberdeen City Council, Grampian Police, Grampian Racial Equality Council, Grampian Fire and Rescue Service, NHS Grampian, Aberdeen College, Victim Support and the Citizen's Advice Bureau.

With the introduction of the Offences (Aggravation By Prejudice) (Scotland) Act 2009 and the Single Equality Bill currently progressing through the UK parliament, a new Prejudice Incident Reporting Form has been agreed and Aberdeen Racist Incident Partnership partners now believe it appropriate to transform the partnership to widen the focus to all equality groups. This would fit with our own Single Equality Scheme and our Action Plan to reduce crime, discrimination, harassment and abuse based on all equality strands. It is proposed that the new partnership would be called the Aberdeen Prejudice Incident Partnership.

2. RECOMMENDATION(S)

It is recommended that the Committee:

- a. Approves the proposal to participate fully in Aberdeen Prejudice Incident Partnership.
- b. Instruct officers to ensure their staff complete Prejudice Incident Reporting Forms when appropriate.

3. FINANCIAL IMPLICATIONS

The service to produce reports about racist incidents, and now prejudice incidents reports, is provided by the Teamwork Against Racist Crime service from within Grampian Racial Equality Council. Grampian Racial Equality Council receives funding support from Aberdeen City Council through the budget held in Community Planning and Regeneration. No additional funding support to produce prejudice incident reports will be required as a result of this change.

Although the use of the Racist Incident Monitoring Form was reasonably well understood by staff who needed to complete one, the same may not be said for the new Prejudice Incident Reporting Form. To raise awareness of the new form, and to publicise the aims of the partnership, it is proposed that a suitable event with attendant publicity be held formally to launch the new Partnership. A contribution towards costs for such a launch would be provided from, and contained within, the Race Equality Scheme Action Plan budget held by Community Planning and Regeneration.

4. SERVICE & COMMUNITY IMPACT

Teamwork Against Racist Crime is the name given to the function carried out by Grampian Racial Equality Council to receive, record on a database and monitor all Prejudice Incidents in Aberdeen, as submitted by Prejudice Incident Reporting Forms.

The main reporting agencies include Grampian Police, Aberdeen City Council, Grampian Racial Equality Council, the Scottish Prison Service and other Partner Agencies. Prejudice Incident Reports are informative and help our partner agencies focus their attention and resources on specific areas or types of premises as indicated by the statistical evidence. A Grampian Police Seconded at Grampian Racial Equality Council also monitors forms for particular trends or repeat victims or repeat locations.

The Prejudice Incident Partnership contributes to our commitments to deliver improvements under the Single Outcome Agreement, the commitments we have accepted as a part of our membership of the European Coalition of Cities Against Racism and our Action Plan within our Single Equality Scheme.

The principal links within the Single Outcome Agreement are to the following points:

National Outcome 7 - We have tackled the significant inequalities in Scottish society

National Outcome 9 - We live our lives free from Crime, Disorder and Danger.

The principal link to the European Coalition of Cities Against Racism is:

Commitment No. 1. Greater vigilance against racism - to set up a monitoring, vigilance and solidarity network against racism at city level.

Within our Single Equality Scheme, our action is to:

Support the Aberdeen Racist Incident Partnership proposal to include hate crime for all equality strands and encourage reporting incidents of discrimination.

Within Aberdeen City, it is recognised that there are particular groups of people who are more at risk of experiencing inequality because of their previous history of facing disadvantage and discrimination. These groups or communities of interest include all the equality strands, where people are more likely to experience disadvantage because of prejudice.

An Equality and Human Rights Impact Assessment is attached to this report. There were no negative impacts identified.

5. OTHER IMPLICATIONS

None

6. REPORT

6.1 The Aberdeen Racist Incident Partnership was formed around 1999/2001 following the Stephen Lawrence enquiry. Members committed themselves to take all steps within their powers to eliminate discrimination and racist incidents and to promote good relationships between and towards ethnic minority communities by providing reports of racist incidents. The partnership comprised Aberdeen City Council, Grampian Police, Grampian Racial Equality Council, Grampian Fire and Rescue Service, NHS Grampian, Aberdeen College, Victim Support and the Citizen's Advice Bureau. Racist incidents were reported to Teamwork Against Racist Crime within Grampian Racial Equality Council using an agreed format Racist Incident Reporting Form.

6.2 The Partnership meets on a quarterly basis to discuss the incident reports, which are produced and distributed to officers and staff. Any trends that are identified are referred to Services for their information as well as action and initiatives to counter racist incidents.

6.3 With the introduction of the Offences (Aggravation By Prejudice) (Scotland) Act 2009 and the Single Equality Bill currently going through the Westminster parliament, Grampian Police led development of a Prejudice Incident Reporting Form. This has been accepted by partners to record incidents that discriminate or target people based on their age, disability, gender (including transgender), faith/religion/belief, race/ethnicity or sexual orientation. The Teamwork Against

Racist Crime has developed the reports to reflect this change. The partners of the Aberdeen Racist Incident Partnership now feel that it is appropriate to transform the partnership to widen the focus to all equality strands, which fits with our own Single Equality Scheme. It is proposed that the new partnership would be called the Aberdeen Prejudice Incident Partnership.

6.4 Members of the Aberdeen Racist Incident Partnership recognised that widening the scope of the partnership to include all the equality strands could lead to an increase in the number of possible members of the group. There was the potential for the group to become too large to be effective. The partner members agreed, therefore, that the membership should remain as it is, but with the option to invite particular interested representatives of other equality groups to the meetings as the occasion warranted.

6.5 If approved, it is proposed to hold a publicity and awareness raising launch ceremony with partners.

7. REPORT AUTHOR DETAILS

Roddy MacTaggart, Strategist Equalities,
Email: RMacTaggart@aberdeencity.gov.uk
Telephone: (52)3014

8. BACKGROUND PAPERS

None

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.

Support to transform the Aberdeen Racist Incident Partnership to the Aberdeen Prejudice Incident Partnership - CG/10/007

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.

19 February 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
 Schools
 Community Safety
 Housing
 Social Care and Well Being
 Grampian Police
 Grampian Fire and Rescue Service
 Grampian Racial Equality Council
 Aberdeen college
 NHS Grampian
 Victim Support
 Crown Office and Procurator Fiscal Service
 Prison Service
 Aberdeen Citizen’s Advice Bureau
 University of Aberdeen
 Robert Gordon University

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 support the transformation of the Aberdeen Racist Incident Partnership to the Aberdeen Prejudice Incident Partnership. Following the introduction of the Offences (Aggravation By Prejudice)(Scotland) Act 2009 and the Single Equality Bill currently progressing through the UK parliament, a new Prejudice Incident Reporting Form has been agreed and the Aberdeen Racist Incident Partners now believe it appropriate to transform the partnership to widen the focus to all equality groups. Incidents that discriminate or target people based on their age, disability, gender (including transgender), faith/religion/belief, race/ethnicity or sexual orientation would be recorded and reported to partners. The new partnership would be called the Aberdeen Prejudice Incident Partnership. 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 support to:

- a. Transform the Aberdeen Racist Incident Partnership to the Aberdeen Prejudice Incident Partnership.
- b. To instruct officers to ensure their staff complete Prejudice Incident Reporting Forms where appropriate.

9. Who will benefit most from the proposal?

All citizens visiting and living or working in Aberdeen, but especially those from equality communities of interest who feel vulnerable or feel targeted or discriminated against because of their particular circumstances or characteristics.

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 the Aberdeen Prejudice Incident Partnership will give confidence and support to people from disadvantaged and discriminated groups that support is available to them and that offences or discrimination based on prejudice of their characteristics will not be tolerated.

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?

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*	+	Disability	+	Gender**	+
LGB***	+	Belief	+	Younger	+
Older	+	Others e.g. poverty			

* 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) Extending reporting of incidents that discriminate or target people based on one of the equality strands will help develop confidence and give encouragement to particular groups of people who are more at risk of experiencing inequality that action will be taken against perpetrators. Sending out a message that discrimination and intolerance is not acceptable in our modern society will help to reduce the incidence of such unacceptable behaviour.	Negative Impacts (describe groups affected)
---	--

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**

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

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)

Teamwork Against Racist Crime, located in Grampian Racial Equality Council receives a copy of each report and prepares the statistical analysis of events throughout the city. Regular Reports are presented to the Aberdeen Racist Incident Partnership - and now the Aberdeen Prejudice Incident Partnership. Within Aberdeen City Council, the launch event will be used to raise awareness of the new reporting form and encourage full participation from all staff.

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

The Aberdeen Prejudice Incident partnership will meet on a quarterly basis to discuss the reports, so as to identify trends and hot spots and propose appropriate remedial or supportive action or other possible initiatives to counter discrimination and prejudice.

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	22 February 2010	

Quality check: document has been checked by

Name	Date	Signature
Sandra Bruce	22 February 2010	

Head of Service (Sign-off)

Name	Date	Signature
Kath Beveridge	February 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