

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:	Date of Assessment:												
Powering Aberdeen: Aberdeen's Sustainable Energy Action Plan (for approval)	July 2015												
Service:	Directorate:												
Planning and Sustainable Development	Communities, Housing and Infrastructure												
Committee Name or delegated power reference (Where appropriate):	Date of Committee (Where appropriate):												
Full Council	11 th May 2016												
Who does this proposal affect? Please Tick ✓	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Employees</td> <td style="text-align: center; padding: 5px;">✓</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;">✓</td> </tr> <tr> <td style="padding: 5px;">Other (List below)</td> <td style="text-align: center; padding: 5px;">✓</td> </tr> <tr> <td colspan="2" style="padding: 5px;">Businesses, other public sector organisations and the voluntary sector.</td> </tr> </table>	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.	
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.													

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

An impact assessment is required.

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?

The SEAP's aim is to reduce emissions and provide alternative forms of energy generation across the city of Aberdeen. In doing so there are a number of benefits that will arise including, but not limited to, the following:

- Improved air quality – affecting all citizens but more so those who are vulnerable including those with people with respiratory disabilities, older people and people who are not so strong or able.
- Greater digital connectivity and energy demand side management.
- Community power generation.
- Building retrofits, improving housing living conditions.
- Expansion of the district heating network – offering viable energy alternatives away from electrical usage – helping to alleviate fuel poverty through reduced energy consumption costs.
- Creation of new jobs.
- Promotion of alternative modes of transport encouraging greater citizen mobility – ensuring accessibility for all.

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

There is a wealth of information available on the impact of emissions which is impossible to list within this document; some specific information on air quality impacts upon human health is available at:

- <http://www.environmental-protection.org.uk/committees/air-quality/about-air-pollution/air-pollution-and-health/>
- <http://www.sepa.org.uk/making-the-case/air/health-impacts/>
- <http://www.scottishairquality.co.uk/air-quality/>

<p>(Please see guidance notes)</p>	<p>Further, such emissions have a greater degree of impact in terms of their contribution to Climate Change and Global Warming – which can have a wider sphere of influence than just Aberdeen. Ultimately impacting upon people who are vulnerable who may fall within protected characteristics from across the globe. Further information is available at: http://www.theccc.org.uk/</p> <p>Information on fuel poverty is available at:</p> <ul style="list-style-type: none"> • http://www.gov.scot/Topics/Built-Environment/Housing/warmhomes/fuelpoverty • http://www.gov.scot/resource/0039/00398798.pdf
<p>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>	<p>No consultations relating to equalities and/or human rights issues have been undertaken. It is envisaged that any specific projects that arise from the SEAP programme would have to undertake business cases, risk assessments and appropriate evaluations at the project level.</p> <p>Stakeholder engagement has been undertaken to formulate the strategic direction of the SEAP programme to this point, concentrating on the requirements of the Covenant of Mayors. It is recognised that a wider level of engagement should be undertaken subject to the SEAP being approved by Full Council. This will be undertaken in multiple ways – to communicate the overarching themes of the SEAP and then upon the aims of individual projects on a by project basis.</p> <p>Details of stakeholder engagement undertaken to date is available at: http://www.aberdeencity.gov.uk/council_government/shaping_aberdeen/SustainableEnergyActionPlan.asp</p> <p>Projects developed as part of the SEAP but have no Council input will be governed by the leading organisations own policies and practices in relation to consultation, equality and diversity etc.</p>

<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>It is impossible to determine at this stage what cost implications / savings will be. The SEAP is a broad programme of work and does not drill down into this level of detail. Each specific project developed as part of the programme 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>Implementation of projects arising from the SEAP programme will help to advance equality of opportunity, eliminate discrimination and foster good relations, as follows:</p> <ul style="list-style-type: none"> • Removing or minimising disadvantage; through alleviation of fuel poverty, creating better living conditions and enabling understanding of energy usage. • Meeting the needs of different groups; for example improving air quality which will directly impact upon those vulnerable to respiratory diseases taking account of people with disabilities, older people, people who are not so strong or able, and those living in deprivation. <p>Some of the projects within the SEAP programme will seek to engage the community to raise awareness of the issues associated with emissions and how energy matters to them; such work will encourage increased participation of under-</p>	

represented groups. This will also work towards the aims of tackling prejudice and promoting understanding.

f- How does this proposal link to the Council's Equality Outcomes?

Improved opportunities for people with protected characteristics to participate in public life, by increasing levels of awareness and improving their standards of living. Alleviation of fuel poverty would also help families to utilise their income for other purposes.

The SEAP programme will encourage development of projects that assist in pedestrian mobility; moving away from vehicular transport. As such, these projects would ensure pavements and footpaths are safer and easier to use for pedestrians. In conjunction with this, projects relating to urban greening of the city environment will ensure these spaces are cleaner, better maintained and more family friendly, taking account of physical accessibility and the needs of older people.

Retrofitting of Council owned accommodation, and through working with developers will ensure an improved mix of house types and sizes to meet the housing needs of people with protected characteristics.

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)		✓		Improved air quality and living conditions will impact all aspects of society; by encouraging better health and wellbeing; though maybe more applicable to those who are identified as being more vulnerable; in this instance the very young or elderly. Please refer to links illustrated within section 3b.
Disability (Mental, Physical, Sensory and Carers of Disabled people)		✓		Improved air quality and living conditions will impact all aspects of society; by encouraging better health and wellbeing. Please refer to links illustrated within section 3b.
Gender Reassignment		✓		Some of the projects within the SEAP programme will seek to engage the community to raise awareness of the issues associated with emissions and how energy matters to them; such work will encourage increased participation of under-represented groups. This will also work towards the aims of tackling
Marital Status (Marriage and Civil Partnerships)		✓		
Pregnancy and Maternity		✓		

				<p>prejudice and promoting understanding. The SEAP programme will encourage development of projects that assist in pedestrian mobility; moving away from vehicular transport. As such, these projects would ensure pavements and footpaths are safer and easier to use for pedestrians. In conjunction with this, projects relating to urban greening of the city environment will ensure these spaces are cleaner, better maintained and more family friendly, taking account of physical accessibility and the needs of older people.</p> <p>Improved air quality and living conditions will impact all aspects of society; by encouraging better health and wellbeing; though maybe more applicable to those who are identified as being more vulnerable; in this instance those living within fuel poverty or areas of multiple deprivation. Please refer to links illustrated within section 3b.</p>
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	No
Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment Yes No	No
Article 6: Right to a fair and public hearing Yes No	No
Article 8: Right to respect for private and family life, home and correspondence Yes No	No
Article 10: Freedom of expression Yes No	No
Article 14: Right not to be subject to discrimination	No

Yes	No
Other article not listed above, please state:	

7- EHRIA Summary and Action Planning				
Report Title	Powering Aberdeen: Aberdeen's Sustainable Energy Action Plan			
Assessment not required	There are no adverse impacts associated with Powering Aberdeen.			
Assessment completed	There are no adverse impacts associated with Powering Aberdeen.			
Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:

8: Sign off

Completed by (Names and Services) :

Amy Gray, Communities, Housing and Infrastructure

Signed off by (Head of Service) :

Gale Beattie, Planning and Environmental Policy Manager

Only sections 7 and 8 will be attached to the committee report

The full EHRIA will be published on Aberdeen City Council's website under
http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp

Please send an electronic format of the full EHRIA without signature to showard@aberdeencity.gov.uk