

# 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											
<b>Name of Proposal:</b>  <b>Site OP63 Prime Four Business Park Development Framework</b>	<b>Date of Assessment:</b>  <b>21 June 2016</b>										
<b>Service:</b> <b>Planning and Sustainable Development</b>	<b>Directorate:</b> <b>Communities, Housing and Infrastructure</b>										
<b>Committee Name or delegated power reference</b> Communities, Housing and Infrastructure	<b>Date of Committee</b> (Where appropriate): 25 August 2016										
<b>Who does this proposal affect?</b>  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 checked="" type="checkbox"/></td> </tr> <tr> <td>Members of the Public</td> <td><input checked="" 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 checked="" type="checkbox"/>	Members of the Public	<input checked="" type="checkbox"/>	Other (List below)	<input type="checkbox"/>
Employees	<input type="checkbox"/>										
Job Applicants	<input type="checkbox"/>										
Service Users	<input checked="" type="checkbox"/>										
Members of the Public	<input checked="" type="checkbox"/>										
Other (List below)	<input type="checkbox"/>										
2: Equality and Human Rights Impact Assessment- Pre-screening											
<b>If No impact assessment is required, please complete section 7&amp;8 of the form providing the evidence to support this decision</b>											

### 3: Equality and Human Rights Impact Assessment

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

- To set development principles and parameters to guide the development of the OP63 Prime Four Business Park as identified as Opportunity Site 63 Proposed Aberdeen Local Development Plan 2015 / Local Development Plan 2016 (delete as necessary)
- To give greater certainty, clarity and confidence to the development process by setting and agreeing a series of design and development principles in order to facilitate and direct the right and most appropriate forms of development are considered for the area.
- The development will deliver a high class business park with the potential for a hub area.
- The document considers the important landscape features on the site and considers the setting of the Friends Burial Ground and the ancient woodland.
- To ultimately be a material consideration in the assessment and determination of planning applications and any other related consents for development within the site. It is the intention to adopt this Development Framework as Supplementary Guidance to the Local Development Plan.

#### b- What equality data is available in relation to this

<p><b>proposal?</b></p> <p>(Please see guidance notes)</p>	<p>The Draft site OP63 Prime Four Business Park Development Framework has been prepared as guidance to inform the development of the proposed extension to the business park at Prime Four, Kingswells.</p> <p>The content of the Draft Development Framework has been shaped by the findings of public consultation and engagement with the communities of the areas, and interested parties and Council Officers.</p> <p>Upon Committee approval at CHI on 17 May 2016 a further 6 week public consultation was undertaken on the Draft Framework. The consultation period allowed members of the public and key stakeholders time to assess the proposals and comment on the draft document and submit representations to the Council. These comments will be assessed and responded to by officers, including necessary amendments to the Framework as a result of the representations.</p> <p>The selection of the site OP63 underwent ratification but he statutory processes of creating a new Aberdeen Local Development Plan. This process required public engagement and involvement through the Main Issues Report and Committee approval for public consultation, and subject to examination Scottish Ministers to conclude the process.</p> <p><b>ALDP Proposed Plan 2015: Main Issues Report, Publicity and Consultation</b></p> <p><a href="http://www.aberdeencity.gov.uk/nmsruntime/saveasdialog.asp?IID=62540&amp;slD=26040">http://www.aberdeencity.gov.uk/nmsruntime/saveasdialog.asp?IID=62540&amp;slD=26040</a></p>
--	---

<p><b>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.</b></p>	<p>The preparation of the Development Framework has been informed by a wide-ranging programme of community and stakeholder engagement.</p> <p>In addition to public engagement events, workshops and update presentations were held with:</p> <ul style="list-style-type: none"> <li>• Planning and Transportation stakeholders</li> <li>• Environmental stakeholders</li> <li>• Kingswells Community Council</li> </ul> <p>The programme of stakeholder and public engagement so far, which has been undertaken by the consultants Halliday Fraser Munro, for the Development Framework. The consultation ran from 14<sup>th</sup> – 25<sup>th</sup> September 2015 with manned drop in sessions on the 16<sup>th</sup> and the 23<sup>rd</sup> of September. The exhibition was open for two weeks in the Prime Four Management Suite which is easy accessible for members of the adjacent community.</p> <p>Page 14 of the Development Framework contains a more detailed analysis of the communication and engagement.</p> <p>The key points from the public engagement event were:</p> <ul style="list-style-type: none"> <li>• Principle of development</li> <li>• Protection of the heritgate features</li> <li>• Impact on the landscape</li> <li>• Phasing of development.</li> </ul> <p>These are explained in more detail and responded to on page 15 of the Framework.</p> <p>A further 6 week public consualtion was undertaken on the draft document. The main points from this consulation are highlighted as follows:</p>
---	---

	<ul style="list-style-type: none"> <li>• Over development of the A944 corridor</li> <li>• Appropriate buffer around the Friends Burial Ground</li> <li>• Potential impact on the Friends Burial Ground from the increased traffic and usage of the area.</li> <li>• Link road through from the southern site.</li> <li>• Unknown scale and massing of the buildings within the site.</li> <li>• Cycle path along the A944 not up to an appropriate standard,</li> <li>• Unclear rationale for the additional access onto the A944.</li> </ul>
<b>d- Financial Assessment</b>  If applicable, state any relevant cost implications or savings expected from the proposal.	<b>Costs (£)</b>  Implementation cost    £ <input type="text" value="N/A"/>  Projected Savings        £ <input type="text" value="N/A"/>
<b>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?</b>	
As this planning process seeks to put people at the core of planning matters promoting good relations and wider community cohesion through good development, this proposal contributes to fostering good relations.	
<b>f- How does this proposal link to the Council's Equality Outcomes?</b>	
The Council's Equality Outcomes relevant to the OP63 Prime Four Business Park Development Framework are:  Outcome 3 "An Accessible City", Outcome 6 " Housing and Infrastructure which takes into account the different needs of different communities"  The Draft Development Framework has been prepared by the consultant team in an open, fair and inclusive manner adhering to the statutory requirements of the Planning (Scotland) Act 2006 which supports many of the objectives of Aberdeen City Council' Equality Outcomes.	

The objectives of the Draft Development Framework are to provide a series of strategic design and development principles to guide the right and most appropriate forms of development are considered for the area.

#### 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)
<b>Age</b> (People of all ages)	✓			
<b>Disability</b> (Mental, Physical, Sensory and Carers of Disabled people)	✓			
<b>Gender Reassignment</b>	✓			
<b>Marital Status</b> (Marriage and Civil Partnerships)	✓			
<b>Pregnancy and Maternity</b>	✓			
<b>Race</b> (All Racial Groups including Gypsy/Travellers)	✓			



<b>Religion or Belief or Non-belief</b>	√			
<b>Sex</b> (Women and men)	√			
<b>Sexual Orientation</b> (Heterosexual, Lesbian, Gay And Bisexual)	√			
<b>Other</b> (e.g: Poverty)	√			

<b>5: Human Rights Impact Assessment Test</b>	
<b>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</b>	
<b>Article: N/A</b>	<b>Evidence: N/A</b>
<b>Article 2 of protocol 1: Right to education</b>  <b>Yes                      No X</b>	<b>N/A</b>
<b>Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment</b>	<b>N/A</b>

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

7- EHRIA Summary and Action Planning				
Report Title				
Assessment not required	<b>Evidence</b>  N/A			
Assessment completed	<b>As a result of completing this assessment, what actions are proposed to remove or reduce any risks of adverse outcomes which were identified.</b>  There are no risks identified and as such no actions proposed.			
<b>Identified Risk and to whom:</b>	<b>Recommended Actions:</b>	<b>Responsible Lead:</b>	<b>Completion Date:</b>	<b>Review Date:</b>
<i>No Risks Identified</i>	N/A	N/A	N/A	N/A

8: Sign off	
<b>Completed by (Names and Services) :</b>	Laura Robertson

<b>Signed off by (Head of Service) :</b>	Gale Beattie
<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 <a href="http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp">http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp</a></p> <p>Please send an electronic format of the full EHRIA without signature to <a href="mailto:showard@aberdeencity.gov.uk">showard@aberdeencity.gov.uk</a></p>	