

# 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: Aberdeen Local Development Plan 2017 – Local Development Plan Scheme	Date of Assessment: 18/11/2016
Service: Planning and Sustainable Development	Directorate: Communities, Housing and Infrastructure
Committee Name or delegated power reference (Where appropriate): Communities, Housing and Infrastructure	Date of Committee (Where appropriate): 24/01/2017
<b>Who does this proposal affect?</b>  Please Tick ✓	Employees <input checked="" 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>	

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### 3: Equality and Human Rights Impact Assessment

<p><b>a- What are the aims and intended effects of this proposal?</b></p>	<p>This is a document that sets out the Council's programme for preparing and reviewing the next Aberdeen Local Development Plan, which is expected to be adopted in 2020. It provides information relating to:</p> <ul style="list-style-type: none"> <li>• The existing development plans;</li> <li>• Why we need to progress a new Local Development Plan;</li> <li>• The timetable for preparing this Plan; and</li> <li>• The timetable for engaging people in the preparation of the Plan and how this will be done (the Participation Statement).</li> </ul>
<p><b>b- What equality data is available in relation to this proposal?</b></p> <p>(Please see guidance notes)</p>	<p>The development plan scheme includes a Participation Statement which sets out when consultation on the 2020 Aberdeen Local Development Plan is likely to take place, with whom, as well as its likely form. The Participation Statement also includes information on the steps taken by the Council to involve the public in the Plan preparation process. The local development plan workshops that will take place as part of the consultation will be held in public buildings such as libraries and community centres. Community Councils, key agencies and members of the public will be invited to these events which will be publicised in several ways including newspaper articles, radio adverts and local posters.</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 development plan scheme helps to raise awareness about a process in which all people are invited to participate, regardless of who they are or where they live. We will consult throughout the Local Development Plan process: pre-Main Issues Report (MIR) (non-statutory), MIR and Proposed Plan (statutory) stages.</p>

<p><b>d- Financial Assessment</b></p> <p>If applicable, state any relevant cost implications or savings expected from the proposal.</p>	<p><b>Costs (£)</b></p> <p>Implementation cost    £ <input type="text" value="0"/></p> <p>Projected Savings        £ <input type="text" value="0"/></p>
<p><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></p>	
<p>The development plan scheme will not have any adverse negative impacts on people with protected characteristics. This proposal helps to meet the needs of different people groups, in this case, the needs of the citizens of Aberdeen City. The scheme will have positive impacts as it sets out the programme for preparing and reviewing the 2020 Aberdeen Local Development Plan. Consultation will take place throughout the Local Development Plan process – pre Main Issues Report (MIR) (non-statutory), MIR and Proposed Plan (statutory) stages. An SEA will be carried out during the preparation of the Local Development Plan. As mentioned, these consultations will take place in public spaces such as libraries and/or community centres, and they will be advertised locally via newspapers, radio adverts, posters and also on social media.</p> <p>The development plan scheme will help to promote understanding and good relations between Council employees as officers in Planning and Sustainable Development and other services will be informed of the timescale for the plan's preparation, so that they can take account of it in their Service Plans. It also advocates good relations between Council employees and other stakeholders in the development industry as they have a certainty of the timescales for the 2020 Aberdeen Local Development Plan.</p>	
<p><b>f- How does this proposal link to the Council's Equality Outcomes?</b></p>	
<p>The development plan scheme sets out the timetable for the next Local Development Plan. The Local Development Plan will ensure that development is in the right place, is efficient and makes the best use of existing infrastructure capacity. It will involve consultations with members of the public from different spheres including the private sector, which will provide a platform for people to have a say. This links with Equality Outcomes 6 and 7 which requires information to be accessible and for there to be participatory opportunities for members of the public. The development plan scheme also links to Equality Outcomes 11, 15, 16 and</p>	

17 in that the Local Development Plan will contain policies which deal specifically with areas such as housing, transport and the environment.

#### 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* ?**

<b>Protected Characteristic:</b>	<b>Neutral Impact:</b> Please ✓	<b>Positive Impact:</b> Please ✓	<b>Negative Impact:</b> Please ✓	<b>Evidence of impact and if applicable, justification where a ‘<i>Genuine Determining Reason</i>’* exists</b> *( see completion terminology)
<b>Age</b> (People of all ages)		X		The development plan scheme will impact positively on people of all ages as there will be varying advertisements for upcoming public consultations during the Local Development Plan process. These advertisements are bound to reach a wide range of audiences.
<b>Disability</b> (Mental, Physical, Sensory and Carers of Disabled people)		X		All public consultations during the development plan process would take place in accessible venues. Also, policies that will be contained within the 2020 Plan will promote accessible, inclusive and well-planned developments that are fit to use for everybody.
<b>Gender Reassignment</b>	X			The development plan scheme will have no impact on gender reassignment.
<b>Marital Status</b> (Marriage and Civil Partnerships)	X			The development plan scheme will have no impact on marital status.
<b>Pregnancy and Maternity</b>	X			The development plan scheme does not impact negatively on pregnancy or maternity.
<b>Race</b> (All Racial Groups including Gypsy/Travellers)	X			The development plan scheme will not have an impact on race.

<b>Religion or Belief or Non-belief</b>	X			The development plan scheme will not have an impact on religious or non-religious beliefs.
<b>Sex</b> (Women and men)	X			The development plan scheme will not have an impact on sex
<b>Sexual Orientation</b> (Heterosexual, Lesbian, Gay And Bisexual)	X			The development plan scheme will not have an impact on sexual orientation.
<b>Other</b> (e.g: Poverty)	X			N/A

<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</b>	<b>Evidence</b>
<b>Article 2 of protocol 1: Right to education</b>  <b>Yes                      <u>No</u></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>

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



6- EHRIA Summary and Action Planning				
<b>Report Title</b>	Aberdeen Local Development Plan 2017 – Local Development Plan Scheme			
<b>Assessment not required</b>	<b>Evidence</b> N/A			
<b>Assessment completed</b>	<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>			
<b>Identified Risk and to whom:</b>	<b>Recommended Actions:</b>	<b>Responsible Lead:</b>	<b>Completion Date:</b>	<b>Review Date:</b>
<b>Non-identified</b>	N/A	N/A	N/A	N/A

7: Sign off	
<b>Completed by (Names and Services) :</b>	Sandra Ng'ambwa, Planning Trainee Planning and Sustainable Development
<b>Signed off by (Head of Service) :</b>	Gale Beattie Planning and Sustainable Development
<b>Only sections 7 and 8 will be attached to the committee report</b>	

The full EHRIA will be published on Aberdeen City Council's website under  
[http://www.aberdeencity.gov.uk/xeq\\_EHRIA\\_Search.asp](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](mailto:showard@aberdeencity.gov.uk)