

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 “**Function**”.

If **No** impact assessment is required, please complete sections **1, 6 & 8** of the form providing the evidence to support your decision.

Note: This form should be completed with reference to the guidance contained in the document ‘How do I complete an Equality and Human Rights Impact Assessment?’: The Guide.

1: Equality and Human Rights Impact Assessment- Essential Information (See Para.1 of the Guide.)

<p>Name of Function:</p> <p>Being Digital Implementation Roadmap</p> <p>Report Number: (Essential)</p>	<p>Date of Assessment:</p> <p>01/02/2018</p> <p>The initial assessment has been completed, however the assessment will be ongoing and updated as the Being Digital Roadmap is delivered.</p>
<p>Service:</p> <p>IT and Transformation</p>	<p>Directorate:</p> <p>Corporate Governance</p>
<p>Committee Name or delegated power reference (Where appropriate):</p> <p>Strategic Transformation Committee</p>	<p>Date of Committee (Where appropriate):</p> <p>9th March 2018</p>
<p>Who does this function affect?</p> <p>Please Tick ✓</p>	<p>Employees <input checked="" type="checkbox"/></p> <p>Job Applicants <input type="checkbox"/></p> <p>Service Users <input checked="" type="checkbox"/></p> <p>Members of the Public <input checked="" type="checkbox"/></p> <p>Other (List below) <input type="checkbox"/></p>

2: Equality and Human Rights Impact Assessment- Pre-screening (See Para.2 of the Guide.)

If No impact assessment is required, please complete section 6&8 of the form providing the evidence to support this decision

Note: Throughout this form reference is made to the guidance document – ‘How do I complete an Equality and Human Rights Impact Assessment?’ This document will be referred to as ‘The Guide’ throughout this form.

3: Equality and Human Rights Impact Assessment (See Para.3 of the Guide.)

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

The report outlines the roadmap for the continued implementation of the Council’s Being Digital Strategy and sets out mobilisation activities for the programme for the next three months.

b- What equality and human rights data is available in relation to this function?

The impact on specific groups is not currently measurable in terms of equality groups at this time. However the report does outline new technologies that will offer a greater choice to the customer.

Please note that as we deliver and explore further opportunities these will be monitored and included within reports on the next stages of the delivery of the Being Digital Roadmap.

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.

Part of the Being Digital Strategy is in response to the output from the Employee Opinion Survey.

<p>d- Financial Assessment</p> <p>If applicable, state any relevant cost implications or savings expected from the function.</p>	<p>Costs (£)</p> <p>Implementation cost £ <input type="text" value="£608k"/></p> <p>Projected Savings £ <input type="text"/></p>
<p>e- How does this function contribute to the public sector equality duty: to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and foster good relations? (See Appendix 1 of the Guide)</p>	
<p>Delivery of the initiatives in the Being Digital Roadmap will offer more and better opportunities for our Customers, in particular offering more online services for those who find it difficult to access services through our current channels. Customers will still be able to access services through existing channels and all reasonable adjustments will still be in place to support vulnerable people.</p> <p>New digital solutions will also offer staff additional and better tools for them to carry out their roles. Training for staff will be put in place as necessary.</p>	

f- How does this function link to the Council's Equality Outcomes? (See Appendix 2 of the Guide)

As a fair employer it is clear that ACC should take into account the effect on employees when planning changes to the delivery of a service. In these situations care will be taken to ensure that employees are well informed and necessary training in place.

The proposal links to the following equality outcomes:

General

EO4 - Physical and social barriers are removed for those with a disability to access services and public space.

EO5 - We have in place support for BSL users to access services, information on services and to be involved in making improvements for the deaf and deaf/blind communities

Mainstreamed

3 - An accessible City

4: EQUALITY IMPACT ASSESSMENT – TEST (See Para.4 of the Guide.)

What impact will implementing this function 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 the impact and, if applicable, justification where a genuine determining reason exists.
Age (People of all ages)	✓			
Disability (Mental, Physical, Sensory and Carers of Disabled people)		✓		New customer channels to access services
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 (See Para.5 of the Guide.)

Does this function have the potential to impact on an individual’s Human Rights? Evidence of impact and, if applicable, justification where the impact is proportionate should be provided. The particular function should be lawful, necessary and proportionate.

Proportionality: The principle of proportionality in human rights law means that when undertaking any function that interferes with a Convention right, a public authority must interfere with that right as little as possible, only going as far as is necessary to achieve the desired aim.

Any interference with a Convention right should be carefully designed to meet the objective in question and must not be arbitrary or unfair. Do not “use a sledgehammer to crack a nut”.

(See Appendix 3 of the Guide for more details)

ARTICLES	EVIDENCE
Article 2: Right to life Yes No	
Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment Yes No	
Article 4: Prohibition of slavery and forced labour Yes No	

Article 5: Right to liberty and security Yes No	
Article 6: Right to a fair and public hearing Yes No	
Article 7: No punishment without law Yes No	
Article 8: Right to respect for private and family life, home and correspondence Yes No	
Article 9: Freedom of thought, conscience and religion Yes No	
Article 10: Freedom of expression Yes No	
Article 11: Freedom of assembly and association Yes No	

Article 12: Right to marry and to found a family Yes No	
Article 14: Right not to be subject to discrimination Yes No	
Article 1 of Protocol 1: Protection of property Yes No	
Article 2 of Protocol 1: Right to education Yes No	
Article 3 of Protocol 1: Right to free elections Yes No	

6- EHRIA Summary (See Para.6 of the Guide.)	
Report Title	Being Digital Implementation Roadmap

Assessment not required	There are no specific risks identified in relation to equalities and human rights at this stage.
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7- Action Planning (See Para. 7 of the Guide.)

Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
There are no specific risks identified in relation to equalities and human rights at this stage.	Continue to monitor risks through the Transformation governance and at Corporate Management Team meetings Further assessment of risk will be ongoing as we implement the Being Digital Roadmap.	Steve Robertson	Ongoing	Monthly

8 - Sign off (See Para.8 of the Guide.)

Completed by (Names and Services) :	David McDowell, IT and Transformation David Leslie, Corporate Governance
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Signed off by (Head of Service) :

Steve Robertson, Acting Head of IT and Transformation

Only sections 6, 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