

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: Free School Meals (FSM)	Date of Assessment: 04/05/19										
Service: Education	Directorate: IC&FS										
Committee Name or delegated power reference (Where appropriate): Education Operational Delivery Committee	Date of Committee (Where appropriate): 16 th May 2019										
Who does this proposal affect? Please Tick ✓	<table> <tr> <td>Employees</td> <td><input checked="" 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 type="checkbox"/></td> </tr> <tr> <td>Other (List below)</td> <td><input type="checkbox"/></td> </tr> </table>	Employees	<input checked="" type="checkbox"/>	Job Applicants	<input type="checkbox"/>	Service Users	<input checked="" type="checkbox"/>	Members of the Public	<input type="checkbox"/>	Other (List below)	<input type="checkbox"/>
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Members of the Public	<input type="checkbox"/>										
Other (List below)	<input type="checkbox"/>										

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

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

<p>a- What are the aims and intended effects of this proposal?</p>	<p>To raise revenue to the Council through the Scottish government's PEF initiative to improve attainment, reduce the poverty related attainment gap and realise the ambitions of the LOIP.</p> <p>To provide free meals during the school holidays to pupils in receipt of/eligible for free school meals</p>
<p>b- What equality data is available in relation to this proposal?</p> <p>(Please see guidance notes)</p>	<p>A national gap in attainment between those living in SIMD 1&2 compared to those living in SIMD 9 &10.</p>
<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>d- Financial Assessment</p> <p>If applicable, state any relevant cost implications or savings expected from the proposal.</p>	<p>Costs (£) Cost neutral to ACC</p> <p>Implementation cost £ <input style="width: 100px; height: 20px;" type="text"/></p>

	Projected Savings £ <input type="text"/>
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>The proposal may impact on how effectively we close the poverty related attainment gap.</p>	
f- How does this proposal link to the Council's Equality Outcomes?	
<p>The proposal has the potential to advance equality of opportunity by:</p> <ul style="list-style-type: none"> • removing or minimising disadvantage caused by poverty 	

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)	✓			<p>The Pupil Equity Fund aims to improve the outcomes of some of the most vulnerable who are eligible for free school meals. Schools are guided to look at the needs of individuals and identify any barriers to their achievement.</p> <p>This approach has the potential to significantly and positively impact on a number of individuals as support will be tailored to their very individual needs.</p> <p>The most significant and overarching aim is to address the poverty related attainment gap.</p>
Disability (Mental, Physical, Sensory and Carers of Disabled people)		✓		
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	
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	
Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment Yes No	

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

7- EHRIA Summary and Action Planning

Report Title	Free School meals			
Assessment not required	<p>The Committee Report outlines the Council's approach to increasing the number of pupils claiming free school meal entitlement thereby increasing PEF funding to the city and addressing the poverty related attainment gap with the long term impact of improving attainment.</p> <p>The report further outlines the Council's approach to providing meals outwith school term time to pupils who are entitled to free school meals.</p> <p>All actions being proposed have the potential to improve the longer term outcomes of individual citizens and will strengthen our approach to understanding how vulnerable groups perform in our current system to inform next steps.</p>			
Assessment completed	29th March 2018			
Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:

8: Sign off

Completed by (Names and Services) :

Caroline Johnstone (Integrated Children's and Family Services)

Signed off by (Head of Service) :

Eleanor Sheppard, Chief Education Officer

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