

# 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>Strategic Housing Investment Plan</p> <p>Report Number:</p> <p>PLA/18/037</p>	<p>Date of Assessment:</p> <p>16/8/2018</p>
<p>Service:</p> <p>Strategic Place Planning</p>	<p>Directorate:</p> <p>Place</p>
<p>Committee Name or delegated power reference (Where appropriate):</p> <p>City Growth and Resources Committee</p>	<p>Date of Committee (Where appropriate):</p> <p>18/9/2018</p>
<p>Who does this function affect?</p> <p>Please Tick ✓</p>	<p>Employees <input checked="" type="checkbox"/></p> <p>Job Applicants <input checked="" 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 checked="" type="checkbox"/></p> <p>Registered Social Landlords (RSLs), House Builders, 3<sup>rd</sup> Sector</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.**

<b>3: Equality and Human Rights Impact Assessment (See Para.3 of the Guide.)</b>	
<b>a- What are the aims and intended effects of this function?</b>	<p>The purpose of the Strategic Housing Investment Plan (SHIP) is to set out strategic investment priorities for affordable housing over a 5-year period to achieve the outcomes set out in the Local Housing Strategy (LHS). The plan reinforces the local authority as the strategic housing authority, the importance of the outcomes and targets set out in the LHS and informs Scottish Government housing investment decisions. It is expected that the SHIP will be directly informed by the LHS and developed in consultation with key stakeholders. The SHIP will be the key document for identifying strategic housing projects to assist the achievement of the Governments target of building 50,000 affordable homes.</p> <p>The SHIP should:</p> <ul style="list-style-type: none"> <li>✓ Set out investment priorities for affordable housing</li> <li>✓ Demonstrate how these will be delivered</li> <li>✓ Identify the resources required to deliver these priorities</li> <li>✓ Enable the involvement of key partners</li> </ul>



	Projected Savings    £ <input type="text"/>
<b>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)</b>	
<b>f- How does this function link to the Council's Equality Outcomes? (See Appendix 2 of the Guide)</b>	

**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*?**

<b>Protected Characteristic:</b>	<b>Neutral Impact:</b> 😊 Please ✓	<b>Positive Impact:</b> 😊 Please ✓	<b>Negative Impact:</b> 😞 Please ✓	<b>Evidence of the impact and, if applicable, justification where a genuine determining reason exists.</b>
<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)	√			

**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
<b>Article 2: Right to life</b> Yes            No	
<b>Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment</b> Yes            No	
<b>Article 4: Prohibition of slavery and forced labour</b> Yes            No	



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

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

<b>6- EHRIA Summary (See Para.6 of the Guide.)</b>	
<b>Report Title</b>	
<b>Assessment Rating</b>	RED - <input type="checkbox"/>  RED AMBER - <input type="checkbox"/>  AMBER - <input type="checkbox"/>

	<b>GREEN - □</b>
<b>Assessment not required</b>	<b>Evidence</b>  <b>Equality:</b>  <b>Human Rights:</b>
<b>Assessment completed</b>	<b>As a result of completing this assessment, detail the actions proposed to remove or reduce any risks of adverse outcomes which were identified at Section 7 below.</b>
<b>Review of function impact</b>	<b>Assessing impact does not end with the introduction of new or revised functions. Assessment of impact should be considered as ongoing, to monitor the actual impact of the function.</b>  <b>The following timescales are suggested to review ongoing functions dependent on their respective assessment rating:</b>  <b>RED – 12 months</b>  <b>RED AMBER – 18 months</b>  <b>AMBER – 24 months</b>  <b>GREEN – 36 months</b>

7- Action Planning (See Para. 7 of the Guide.)				
Identified Risk and to whom:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
Continued risk assessment	Revisit EHRIA process			

8 - Sign off (See Para.8 of the Guide.)	
Completed by (Names and Services) :	Mel Booth
Signed off by (Head of Service) :	Derek McGowan
<p>Only sections 6, 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>	