

# Record of Equality and Rights Impact Assessment

## Part 1: Background and Information

**(a) Background Details** - Please list ERIA background details:

ERIA Title and Summary Description	Increase allotment rental charges In order to achieve £150k additional income either: If concessions are to be retained at existing levels, rents for those not entitled to receive a discount would have to be increased from £100 to £300 pounds. Alternatively, the concession scheme could be cancelled and every plot holder would be charged £105.		
Service Area	Division	Head of Service	Service Area Reference No.
Environment	Parks and Greenspace	Jim Hunter	INC3

**(b) What is being impact assessed?** Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
1. Increase allotment rental charges	
2.	
3.	
4.	
5.	

**(c) ERIA Team** - Please list all ERIA Team Members:

Name	Organisation / Service Area
1. David Jamieson	Parks and Greenspace
2. Sarah Murphy	Parks and Greenspace
3.	
4.	

## Part 2: Evidence and Impact Assessment

**(a) Evidence Base** – Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at part 3(i). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
1. Officer Knowledge and Experience	OKE
2.	
3.	
4.	
5.	

**(b) Rights Impact Assessment – Summary** - Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

Life	Health	Physical Security	Legal Security	Education and Learning	Standard of Living	Productive and Valued Activities	Individual, Family and Social Life	Identity, Expression and Respect	Participation, Influence and Voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see Section 1b) and relevant evidence (see Section 2a).

Summary of Enhancements of Rights
N/A
Summary of Infringement of Rights. Can these infringements be justified? Are they proportional?
<p><b>Health</b></p> <p>Allotments provide many benefits for plot holders and their families, but also to the local environment and community. In terms of individual and social wellbeing, they offer physically active outdoor exercise, mental refreshment and stimulus, as well as the production of good value, nutritional fruit and vegetables.</p> <p>Less obvious are the wider benefits. Allotments form part of the open space resource of the city, and can be a focus for education and public enlightenment, neighbourliness and social solidarity.</p> <p>Allotments and gardening contribute to all of the five Strategic Objectives established by the Scottish Government in the Local Government in Scotland Act 2003, which gives a local authority the power to do anything which it considers is <i>“likely to promote or improve the well-being of its area and the persons within that area”</i>.</p> <p>A typical allotment plot can provide fruit and vegetables for a family of four all year, which encourages people to eat the recommended minimum of five servings of fruit and vegetables a day. Gardening is an excellent way to keep physically fit and is an important activity for mental well-being. Current recommendations are that adults should participate in 30 minutes</p>

of moderate physical activity at least five days a week.

Evidence suggests that physical access to nature helps people recover from illness quicker, reduces stress and lowers blood pressure. Children also benefit from becoming involved in gardening and food production through gardening, and allotments can provide a safe and welcoming space where parents and children spend time together, supporting family learning and intergenerational good practice.

Unlike other leisure activities, it provides not only exercise, mental relaxation and lifelong learning opportunities, but a place to make and meet friends along with gathering the harvest of fresh fruit and vegetables.

### **Education and Learning & Productive and Valued Activities**

Less obvious are the wider benefits. Allotments form part of the open space resource of the city, and can be a focus for education and public enlightenment, neighbourliness and social solidarity.

### **Individual, Family and Social Life**

Unlike other leisure activities, it provides not only exercise, mental relaxation and lifelong learning opportunities, but a place to make and meet friends along with gathering the harvest of fresh fruit and vegetables.

Allotments offer a place for families to spend quality time together whilst enjoying productive and healthy pursuits. They also encourage active, socially inclusive behaviour, raising the rent would compromise this opportunity.

**(c) Equality Impact Assessment – Summary** - Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

Age	Disability	Gender Identity	Marriage / Civil partnership	Pregnancy Maternity	Race	Religion/ Belief	Sex	Sexual Orientation
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1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see Section 1b) and relevant evidence (see Section 2a).

<b>Positive Impacts</b>
N/A
<b>Negative Impacts</b>
N/A

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see Section 1 b) and relevant evidence (see Section 2 a).

<p><b>Positive Impacts</b></p>
<p>N/A</p>
<p><b>Negative Impacts</b></p>
<p><b>Age and Disability, Poverty and Health Inequality</b></p> <p>Council's are legally required to respond to the demand for allotments.</p> <p>Allotments provide an interactive community of people. While this benefits everyone on a site, it can also be particularly important for individuals who might otherwise be isolated, such as older people, the unemployed, or those with learning difficulties or mental ill health.</p> <p>Allotments provide many benefits for plot holders and their families, but also to the local environment and community. In terms of individual and social wellbeing, they offer physically active outdoor exercise, mental refreshment and stimulus, as well as the production of good value, nutritional fruit and vegetables.</p> <p>Less obvious are the wider benefits. Allotments form part of the open space resource of the city, and can be a focus for education and public enlightenment, neighbourliness and social solidarity.</p> <p>Allotments and gardening contribute to all of the five Strategic Objectives established by the Scottish Government in the Local Government in Scotland Act 2003, which gives a local authority the power to do anything which it considers is <i>"likely to promote or improve the well-being of its area and the persons within that area"</i>.</p> <p>A typical allotment plot can provide fruit and vegetables for a family of four all year, which encourages people to eat the recommended minimum of five servings of fruit and vegetables a day. Gardening is an excellent way to keep physically fit and is an important activity for mental well-being. Current recommendations are that adults should participate in 30 minutes of moderate physical activity at least five days a week.</p> <p>Evidence suggests that physical access to nature helps people recover from illness quicker, reduces stress and lowers blood pressure. Children also benefit from becoming involved in gardening and food production through gardening, and allotments can provide a safe and welcoming space where parents and children spend time together, supporting family learning and intergenerational good practice.</p> <p>Unlike other leisure activities, it provides not only exercise, mental relaxation and lifelong learning opportunities, but a place to make and meet friends along with gathering the harvest of fresh fruit and vegetables.</p> <p>Allotments offer a place for families to spend quality time together whilst enjoying productive and healthy pursuits. They also encourage active, socially inclusive behaviour, raising the rent would compromise this opportunity.</p>

The proposal to increase rental costs would threaten this position. In order to achieve £150k additional income either:

- If concessions are to be retained at existing levels, rents for those not entitled to receive a discount would have to be increased from £100 to £300 pounds.
- Alternatively, the concession scheme could be cancelled and every plot holder would be charged £105.

To apply an increase to the cost of renting an allotment would potentially deny certain members of society their ability to enjoy the benefits of having an allotment that other, wealthier individuals are in a position to take advantage of. By increasing rental costs it is possible that the most vulnerable in society will be adversely effected.

*“Allotments are available to all, rich or poor, young or old, but are particularly attractive for those who do not have their own garden. Edinburgh’s allotments offer real value for money – well above the costs of rent, seeds and fertiliser, and the rent is reduced for those on low incomes or who are retired”.*

***Cultivating Communities: A Growing Challenge An allotments strategy for the City of Edinburgh 2010 – 2015***

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see Section 1 b) and relevant evidence (see Section 2 a).

<b>Positive Impacts</b>
N/A
<b>Negative Impacts</b>
N/A

### Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

(i) **Evidence Gaps** - Please list all relevant evidence gaps and action to address identified gaps.

<b>Evidence Gaps</b>	<b>Action to address gaps</b>
1.No consultation has been carried out with allotment groups, committees or individual holders.	
2.	
3.	
4.	
5.	

**(ii) Recommendations** - Please record SMART recommendations to (i) eliminate unlawful practice or infringements of absolute rights, (ii) justify identified infringements of rights or (iii) mitigate identified negative equality impacts.

Recommendation	Responsibility of (name required)	Timescale
1.		
2.		
3.		
4.		
5.		

**(iii) Sign Off** - I, the undersigned, am content that: (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base, (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights, (iii) the ERIA recommendations are proportionate and will be delivered, (iv) the results of the ERIA process have informed officer or member decision making, (v) that the record of ERIA has been published on the Council's website / intranet or (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
10/09/14	David Jamieson	(i)