

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	Efficiencies in sports pitch maintenance		
Service Area	Division	Head of Service	Service Area Reference No.
Environment Service	Parks and Greenspace	Jim Hunter	EFF28

(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. The proposal is to reduce the number of sports pitches that receive white line marking either by reducing the frequency or by chemically "burning out" pitch markings instead. The number of pitches white marked would reduce from 160 to 6 (there is a requirement for some pitches used for top league games and cricket squares to be white-lined).	05/09/14
2.	
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4.	
5.	

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

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

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
N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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
As this proposal looks to reduce the number of sports pitches that receive white line marking by replacing it with “chemical burn” there would be no impact on users.
Summary of Infringement of Rights. Can these infringements be justified? Are they proportional?
The ability to change layouts would be curtailed. This may reduce the flexibility of the use of the pitches and will form the basis of the consultation with relevant stakeholders, schools and sports clubs

(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).

Positive Impacts
N/A
Negative Impacts
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).

Positive Impacts
N/A
Negative Impacts
The ability to change layouts would be curtailed. This may reduce the flexibility of the use of the pitches

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).

Positive Impacts
N/A
Negative Impacts
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.

Evidence Gaps	Action to address gaps
1. The Council has not yet spoken to schools or sports clubs about taking on white-line marking responsibilities and so is unable to gauge the level of interest in getting involved in pitch maintenance. This will form part of any consultation process.	
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(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, Parks and Greenspace Manager	(i), (ii)