



City of Edinburgh Council 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: Public Utility Company Performance Quarter 3 2014/15

Service Area	Division	Head of Service	Service Area Reference No.
Road Services	Transport	David Lyon	

(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
Utility Performance in Quarter 3 of 2014/15 financial year	November 2014

(c) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
S Harding	Road Services

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 3a](#). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
None	

(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 [part 1b](#)) and relevant evidence (see [part 2a](#)).

Summary of Enhancements of Rights

This report is reporting on statistical information only and gives an update on the performance and actions relating to Public Utilities only. It is believed there will be no enhancement of rights through the purpose of this report.

Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

This report is reporting on statistical information only and gives an update on the performance and actions relating to Public Utilities only. There are no infringements of rights as a result of the contents of this report.

(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

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 [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
All Utilities are treated the same and the reporting on their performance is carried out on a 1:1 basis. It is believed that with the regular inspection of Public Utility reinstatements and defects on the road network will ensure road surfaces are maintained to a satisfactory standard. This affects people from the following protected characteristics; Age, Disability, Pregnancy Maternity and Children.
Negative Impacts
All Utilities are treated the same and the reporting on their performance is carried out on a 1:1 basis. Ensuring the maintenance of the road network by Public Utilities may negatively impact all road users including those defined in protected characteristics while repairs and maintenance are being carried for the duration of the work.

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 [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
Negative Impacts

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 [part 1b](#)) and relevant evidence (see [part 2a](#)).

Positive Impacts
All Utilities are treated the same and the reporting on their performance is carried out on a 1:1 basis. Reporting on the performance of Public Utilities and the work being carried out in monitoring raises awareness and understanding of the work they and the Council carry out which may assist in the common belief that the Council do not co-ordinate work with PU's and we do not ensure those working on the roads carry out sub-standard repairs. Evidence is gathered from frequent complaints to the Council.
Negative Impacts
All Utilities are treated the same and the reporting on their performance is carried out on a 1:1 basis.

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

(a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps
Reports from Public/customers on PU and road work performance	Comments will be requested from Community Councils when ERWAA is agreed and established.

(b) 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)	Timescale
None		

(c) 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)
22/12/2014	Stuart Harding Performance Manager	The ERIA analysis gives no indication of unlawful practice or violation of absolute rights