

## 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	Culture and Economy Organisational Review		
Service Area	Division	Director/Head of Service	Service Area Reference No.
Culture and Economy		Ken Shaw	

**(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):

<b>Policies and Services</b>	<b>Date ERIA commenced</b>
As part of the Transformation Programme, the Culture and Economy service will be subject to organisational review to implement a new operating model.	14 January 2016

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

<b>Name</b>	<b>Organisation / Service Area</b>
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Ken Shaw	Economy
Wendy Henderson	Health Improvement & Diversity Manager

## 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
Research - Review of current structure against new structure	R
Officer Knowledge & Experience - Understanding of services currently provided which has enabled a robust gap analysis to take place	OK
Equalities Monitoring Data - Labour Market Stats and Case Link to establish impact of Council interventions to identify direct and indirect discrimination, skills development opportunities and the delivery of positive change for people	EMD
Service User Feedback - Capital Skills Partnership Survey to support Co-Production of Tendering Process for Employment Services for people with disabilities	SUF
Partner Agency Feedback - Partnership Forum and Job Strategy Group provide information to support and effectively manage funding to avoid duplication of effort, identify gaps and deliver a wrap around service to the protected characteristics noted above	PAF
Community Consultation	CC
Other - ERIA Proportionality and Relevance assessments undertaken against all Transformational Change Budget Proposals released 19 November 2015 as appendix to 2016/20 Revenue & Capital Budget Framework Report	O
Relevant Transformational Change Budget Proposals - CSE EFF 1 and 3 CSE EFF 2 and 4	BP

**(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
x	x			x	x	x			

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

<p><b>Summary of Enhancements of Rights</b></p> <p><b>Life</b> - Reducing dependency on welfare and increasing the number of people earning above the living wage will contribute to the reduction in debt based suicides.</p> <p><b>Health</b> - Increasing the opportunity to being meaningfully occupied will enhance the health and wellbeing of the City’s diverse population. Contributing positively to reducing City’s Carbon Omissions will have a direct positive impact on health in Edinburgh.</p> <p><b>Education and Learning</b> - The Jet Programme enhances this right by delivering a Vocational Placement Programme which targets school leavers who require employability skills development. The programme influences curriculum setting by advising teachers and parents of the skills required in the labour market currently, job opportunities and future skills requirements.</p> <p><b>Standard of Living</b> - Increasing the number of people earning the living wage will support the enhancement of this right as well as the next four to the right of this document.</p> <p><b>Productive and Valued Activities</b> - Attracting investment which support business and job creation in all sectors.</p>
<p><b>Summary of Infringement of Rights. Can these infringements be justified? Are they proportional?</b></p> <p>None identified.</p>

**(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
x	x	x			x			

**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).

<p><b>Positive Impacts</b></p> <p>Working positively with the City’s employers across the sectors to eradicate the discrimination faced by people with the protected characteristics noted above</p>
<p><b>Negative Impacts</b></p>

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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).

<b>Positive Impacts</b>
Advancing the equality of opportunity for young people, school leavers, carers, people with disabilities and those living in Regeneration areas and on low incomes to access employability initiatives and employment.
<b>Negative Impacts</b>

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>
Working with employers to evidence the positive contribution young people, school leavers, carers, people with disabilities and those living in Regeneration areas make to Edinburgh's workplaces.
<b>Negative Impacts</b>

### 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
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
Develop a framework to evidence compliance with the Scottish Specific Public Sector Equality Duty relating to Employment in the Council’s Economic and Employability Strategies	Employability and Talent Development Service Manager	Discussion paper to be presented 6 monthly to the Communities and Neighbourhood Committee  October 2016
Implement a staff development programme to embed E&R in the Procurement Process as a way of further advancing equality of opportunity in Edinburgh’s employment market for people with particular protected characteristics	Wendy Henderson, Health Improvement & Diversity Manager will deliver E&R in the Procurement Process jointly with Senior Management Team to evidence compliance with the Scottish Specific Public Sector Equality Duties and to ensure procurement around specific protected characteristics and as a way of avoiding duplication	
Investigate the possibility of embedding a process to support the elimination of discrimination faced by tourists with particular protected characteristics into the developing Accommodation Strategy for the City	Senior Education Manager with the support of an Equality and Rights Specialist Officer will identify the ERIA Lead officer  A series of consultation and engagement exercises will	ERIA will commence April 2016

	be undertaken to enable an ERIA to be presented with each service review report	
Work with partners to ensure that the Digital Infrastructure developed does not directly discriminate against people with protected characteristics	<p>Senior Education Manager with the support of an Equality and Rights Specialist Officer will identify the ERIA Lead officer</p> <p>A series of consultation and engagement exercises will be undertaken to enable an ERIA to be presented with each service review report</p>	ERIA will commence April 2016

**(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.

<b>Date</b>	<b>Sign Off (print name and position)</b>	<b>Reason for Sign Off</b> (please indicate which reason/s from list (i) to (vi) above)
14/01/16	Ken Shaw	