



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: Leith Walk Former Depot

Service Area	Division	Head of Service	Service Area Reference No.
Economic Development	Place Development	Michael Thain	2017P95

(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
A committee report seeking approval to develop 'meanwhile' uses on a gap site at Leith Walk owned by the Council until the site is ready for redevelopment (expected to be in circa 2021-2022). The 'meanhile' uses will comprise a public services hub, a street market, and creative workspaces.	23 March 2017

(c) When is it due to be reviewed? (insert furthest away date if question relates to a number of review dates) N/A

(d) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
Kyle Drummond	Economic Development

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
Desktop assessment of report	

(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
The project is expected to deliver multiple benefits for disadvantaged groups including offering training opportunities for young people and veterans; giving service users access to several services in a single location (resulting in both superior access to services and more efficacious services); and encouraging entrepreneurship and a sense of community via the street market and shipping container workspaces.
Summary of Infringement of Rights
Can these infringements be justified? Are they proportional?
There are no expected infringements of rights resulting from the 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
The report is expected to benefit young people, who are typically disfavoured where employment is concerned, by creating employment and training opportunities aimed at young people.
Negative Impacts
There are no expected negative impacts in relation to the duty to eliminate unlawful discrimination, harassment or victimisation resulting from the report.

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
The project is expected to deliver multiple benefits for disadvantaged groups including offering training opportunities for young people and veterans and giving service users access to a more holistic and joined-up form of services.
Negative Impacts
There are no expected negative impacts in relation to the duty to advance equality of opportunity

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
The project will create a street market which it is anticipated will help promote understanding by encouraging various members of the community to interact and creating an improved sense of community.
Negative Impacts
There are no expected negative impacts in relation to the duty to foster good relations.

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
No evidence gaps have been identified	N/A

(b) Recommendations

Please record SMART recommendations which may include actions to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or

- (iii) mitigate identified negative equality impacts
- (iv) further advance equality and rights, and promote good relations.

Recommendation	Responsibility of (name)	Timescale
The operation of the meanwhile uses has the potential to advance equality and rights and to promote good relations. A detailed business plan for the operation of the meanwhile uses is being drafted and consideration can be given within this to how these outcomes come be supported.	N/A	N/A

(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)
23 March 2017	Kyle Drummond Senior Economic Development Officer	i
7 June 2017	Michael Thain, Head of Place Development (gillian.johnston@edinburgh.gov.uk)	i-iv