



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: Pilton Retreat Contract; The contract between City of Edinburgh Council and Pilton Retreat is ending on 31st March 2017. The organisation owns and runs a centre in Ratho that can accommodate groups on residential or day trips. The organisation can also provide a minibuss service. After an unsuccessful application for a three year grant award, the contract had been extended by one year to 31st March 2017 to enable the organisation to seek other funding. The finishing of the contract may result in the organisation going out of business as the council is the major funder.

Service Area	Division	Head of Service	Service Area Reference No.
Early Years	Schools and Community Services	Andy Gray	2016CF33

(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
The contract between City of Edinburgh Council and Pilton Retreat ending on 31 st March 2017	

(c) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
David Hoy	Commissioning Officer, Communities and Families
Julia Sproul	
John Heywood	

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
Desk top review	
Children and Families Service Plan 2015-2018	
Information from current provider	
Information from service users	
Procurement legislation and CEC Contract Standing Orders	

(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
Pilton Retreat offers an opportunity for children and young people to access play and leisure activities in a different environment. This is usually accessed through organised trips. The potential loss of the centre would mean that there might be less opportunity for schools/groups to organise such trips.
Summary of Infringement of Rights
Can these infringements be justified? Are they proportional?
It will still be possible for schools/groups to use other facilities to deliver leisure trips.

(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
None identified
Negative Impacts
None identified

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
None identified
Negative Impacts
<p>The costs of using Pilton Retreat as a venue are less than other facilities and the provision of the minibus also supports poorer families/children to use the resource.</p> <p>The organisation may not be sustainable following the loss of the contract however the contract was extended by one year to March 2017 to give some time to the organisation to seek alternative funding. The organisation has made little direct effort to apply for other funding.</p>

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
None identified
Negative Impacts
None identified

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
None	

(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
Schools to look at alternative venues including Benmore and Lagganlia for activities/trips and to ensure that these are accessible to poorer families/children	Headteachers/Robin Yellowlees	
Signpost groups that wish to use Benmore and Lagganlea on to funding bodies that could support the costs of trips/residentials	Robin Yellowlees	
Through email, continue to provide Pilton Retreat with information about fundraising opportunities	David Hoy	Ongoing

(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)
12.01.17	Andy Gray	(i) (ii) (iii)