

SCOTTISH ENVIRONMENT PROTECTION AGENCY	Ref: BP-HR-064
Equality and Diversity Equality and Human Rights Impact Assessment Form (EqIA)	Page No: 1 of 9
	Issue No: 2
	Issue Date 31/07/2014
	Originator: Joan Robertson
	Authoriser: Carol Johnston, Head of Employee Development and Safety

Scottish Environment Protection Agency

Equality and Human Rights Impact Assessment (EqIA)

Policy Name	Scotland's Aquaculture Web Site
Policy Author	L Fraser
Date Written/Reviewed	
Impact Screening Undertaken by	L Fraser/J Robertson Date: 18/02/15
EqIA carried out by	Date: 18/02/15
EqIA authorised by	
Date Authorised	

Introduction

An Equality and Human Rights Impact Assessment (EqIA) identifies whether any policy, practise or activity has any disproportionate impact on any individual or group of people with a protected characteristic as determined by the Equality Act 2010.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires that all new and revised policies undergo a screening for impact. Where impact is identified, a full EqIA is undertaken.

This form has five parts;

- Part 1 provides general information about the policy, the owner and its purpose and is self-explanatory.
- Part 2 is a screening process to identify whether there is impact. If impact is identified, Part 3 must be completed.
- Part 3 is a full EqIA, where evidence is captured.
- Part 4 captures what will be monitored to ensure impact is either reduced, negated or remains constant and
- Part 5 is the approval section.

The Guidance Document should be read in conjunction with this form.

ON COMPLETION please indicate if this is a screening document only or full EqIA;

Screening only	N	Full Assessment	Y
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Scottish Environment Protection Agency Equality Impact assessment

PART 1

About the Policy/Activity

Portfolio/Function developing/reviewing policy or activity	Name:
Title of policy/activity	Scotland's Aquaculture Web Site
Date EqIA Screening Commenced	18/02/15

Briefly describe the aims, objectives and purpose of the policy/activity	The Aquaculture web site provides partner agencies and interested parties with information, data and maps of the aquaculture sites around Scotland.
What are the intended consequences of the policy/activity?	The information pertaining to Scotland's aquaculture sites is open and transparent and interested parties can have access to the information in an accessible format.
Does this policy/activity link with any other? If Yes, please list.	The site is linked to our licensing of aquaculture sites procedures and also links to SEPA's web site, Scotland's Environment web site and the sites of our other partner agencies.
Who are the main stakeholders in relation to the policy/activity?	SEPA and its partners in the Website, licence holders, the public generally.
Who implements and who is responsible for the policy/activity?	The site is the responsibility of the partners.

Part 2

Initial Screening for Relevance

This section is designed to determine the relevance of the policy/activity to equality.

- This section also fulfils the duty to consider any impact in relation to Human Rights.
- Initial screening will determine whether there is impact and where none is found, set out any evidence/justification for that determination.

Indicate in the table below whether policy/activity has any impact on the protected characteristics or is likely to influence SEPAs ability to comply with the general duty, which is to;

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010 and/or;
- Advance equality of opportunity between people who share a characteristic and those who do not and/or;
- Foster good relations between people who share a relevant protected characteristic and those who do not.

Please tick as appropriate	Positive Impact	Negative Impact	No Impact	Unknown
Age		X		
Disability		X		
Gender reassignment			X	
Marriage and civil partnership (relevant only to point a) above)			X	
Pregnancy and maternity			X	
Race		X		
Religion and belief			X	
Sex (gender)			X	
Sexual Orientation			X	

If you have answered 'no' for all of the above, what is your justification or evidence for that determination?

The information on the site does not have any bearing on the protected characteristics listed under 'no impact'. They would not influence the site nor the information held.

Indicate on the table below whether the policy/activity has any impact on the Human Rights Act 1998

Please tick as appropriate	Positive Impact	Negative Impact	No Impact	Unknown
Article 6			X	
Article 8				X
Article 14				X

If you have answered 'no' for all of the above, what is your justification or evidence for that determination?

The site is for providing information on licenced aquaculture locations and has no relevance to fair hearings or trials.
It is unknown whether the site has implications for sharing of data or in relation to discrimination generally. At this time there is no evidence available to determine level of impact.

Concluding Part 2

Has Relevance been Identified?	Please Tick	Next Steps
There is no relevance to Equality or the Human Rights Act 1998		Proceed to Part 4 Monitoring and Review
There is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998	X	Proceed to Part 3 Impact Assessment
It is unclear if there is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998		Proceed to Part 3 Impact Assessment

Part 3

Full Impact Assessment

This section captures details of any impact relevant to the listed protected characteristics and to Human Rights. It should also show details of relevance, evidence gathered and used, suggestions as to steps that could be taken to negate or reduce impact and decisions taken relating to impact. This should be based on proportionality

Age	<p>There is no data capture regarding the ages of either license holders or users of the site. However there is information from an Ofcom report that highlights the lower levels of usage of web sites by the over 65s. Scotland has an aging population, with 18% of the population over the age of 65. If the information on the site were not available in other formats, there is potential then for impact relating to age.</p> <p>Evidence source: 2011 Scottish Census Table No KS102SC, Ofcom Usability Report August 2014.</p>
Disability	<p>The main issue affecting disability in relation to the site is its suitability for use with adaptive technology. In addition learning disabilities or difficulties might result in an individual being unable to interpret the data. The 2011 Scottish Census has 19% of people declaring a disability or limiting illness. Within that data, 2.37% of people are blind or have partial sight loss, while 2.5% have a learning disability or difficulty.</p> <p>The data is presented in an easy format, with clear English and directions to navigate the site. However engaging with a group, such as the Scottish Forum on Disability to test the site for accessibility would provide some definitive information on the usability of the site for disability.</p> <p>Evidence source: Scottish Census 2011 Table QS304SC</p>
Gender reassignment	<p>Whether an individual has or has not re-assigned their gender has no relevance to the purpose of the site or the information it provides.</p> <p>Evidence source: N/A</p>
Marriage and Civil Partnership	<p>Marriage and civil partnership have no bearing on the accessibility to or the content of the site.</p> <p>Evidence source: N/A</p>
Pregnancy and maternity	<p>Pregnancy and maternity have no implications in relation to accessibility of the site or the content.</p> <p>Evidence source: N/A</p>
Race	<p>Scotland has a minority ethnic population of 7%. This varies greatly across the different areas, with numbers in the region of 15% in Glasgow city and just over 4% in the Highlands.</p> <p>The 2011 Scottish Census indicated that the majority of people within the minority communities could speak English.</p>

	<p>The site makes use of clear English to support better access and also has clear navigation instructions. If anyone required a specific piece of information in an alternative language or format, this could be provided upon request.</p> <p>Evidence source: 2011 Scottish Census, Data Sheet KS201SC</p>
Religion and Belief	<p>Religion and Belief have no relevance to the accessibility to or the content of the site.</p> <p>Evidence source:</p>
Sex (gender)	<p>Sex (gender) is not relevant to the accessibility to or the content of the site.</p> <p>Evidence Source:</p>
Sexual Orientation	<p>Sexual orientation has no bearing on the accessibility to or the content of the site.</p> <p>Evidence source:</p>
Human Rights	<p>The site makes available data regarding licensed aquaculture sites. This is provided in line with Data Protection legislation and so meets requirements for Article 8 of the Human Rights Act 1998. In relation to discrimination generally, the fact that the information is available online may have some impact on people on low income, however there is no information to support that and it is generally believed that impact will be low.</p> <p>Evidence source:</p>

Summary and Conclusion of Impact Assessment

The site has the potential for impact on any individual with a disability, particularly a sensory or learning related disability. This is in terms of the accessibility of the information, being available on the web site and set out in tabular format. In addition there may be an impact for those who do not have English as a first language.

SEPA does not currently hold any details regarding the equality make-up of the audience and so an assumption has been made that the audience will broadly reflect that of the national demographic.

That said, the information is fairly specialised and it is expected that any impact will be minimal beyond those with knowledge of the area of aquaculture.

Concluding Part 3

Impact Assessment	Please Tick	Next Steps
There is no relevance to Equality or the		Proceed to Part 4 Monitoring

Human Rights Act 1998		and Review
There is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998		Proceed to Part 4 Monitoring and Review

Part 4

Monitoring and Review

The purpose of this section is to show how you will monitor the impact of the policy/activity.

- The reason for monitoring is to determine if the actual impact of the policy/activity is the same as the expected or intended.
- A statement on monitoring is required for all policy/activity regardless of whether there is any relevance to Equality or the Human Rights Act.

If you have provided evidence or justification for believing there is no relevance to Equality or the Human Rights Act in Part 2 Initial Screening or Part 3 Impact Assessment:

Q1 How do you intend to monitor and review the policy/activity?

Via the Aquaculture Website Administrator and the partner's Tactical Management Group and Governance group. The website partners being – SEPA, Crown Estate, Food Standards Scotland and Marine Scotland.

Q2 What will be monitored?

- Success of Data Uploads
- Website Validation
- Map Function
- GIS Layers
- Editorial Content
- Feedback on Website
- Website Enquiries
- ProcXed Programme
- Google Analytics

Q3 What is the frequency of monitoring?

- Success of Data Uploads - Daily

- Website Validation - Monthly
- Map Function - Weekly
- GIS Layers – As per schedule
- Editorial Content - Annual
- Feedback on Website – 6 monthly
- Website Enquiries – As received and 6 monthly
- ProcXed Programme - Support contract and 6 monthly reviews
- Google Analytics - Monthly

Q4 How will monitoring information be used?

All monitoring information is shared with partners. Formal review is carried out by the Tactical Management Group in the first instance and then referred to the Governance Group as required.

Part 5

Approval

All screening documents and EqIA's must be submitted to the Equality mailbox for approval.

This Equality and Human Rights Impact Assessment was completed by:

Name	L Fraser
Department/Function/Team	Environmental Strategy/ Environmental Futures & Trends
Date	17/03/15

This Equality and Human Rights Impact Assessment was approved by:

Name and Designation	D Ross, Senior Business Consultant, Business Development.
Date	28/04/15

ON COMPLETION please indicate if this is a screening document only or full EqIA;

Screening only	Y/N	Full Assessment	Y/N
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