

## TOOLKIT RESPONSE SUMMARY

**ORGANISATION:**

ECS  
Pullar house  
35 Kinnoull St

Perth  
Perthshire

**USER:** Frances Graham

**USERS ROLE:** Quality Improvement Officer

**CONTACT TEL:**

**INITIATIVE:** Well being and resilience project for Stff within ECS

**RESPONSE ICON KEY**

- No Response
- Don't know - it's not relevant/not applicable
- Don't know - even though it is relevant
- No - not at all true
- No - some truth, but a long way to go
- Mixed - partly true, but some way to go
- Yes - largely true, but still more to do
- Yes - completely true

## MAIN SECTIONS RESPONSE SUMMARY

- Built Environment
- Climate Change
- Community
- Consumption & Production
- Culture & Recreation
- Economy
- Equality & Diversity
- Health & Well-Being
- Lifelong Learning
- Natural Environment
- Transport & Connectivity

## **Built Environment**

### **1 Built Environment**

The initiative will contribute towards a high quality, well-designed built environment that complements the distinctive and historic local character?

*Not relevant*

#### **1.1 Historic Built Environment**

The initiative will maintain or enhance the character of built heritage or a particular historical feature in the area?

*Not relevant*

#### **1.2 Housing**

The initiative will help to provide a sufficient range of (particularly affordable) housing that is well-designed and sustainable?

*Not relevant*

#### **1.3 Identity and Character**

The initiative will be well designed to support and enhance local distinctiveness whilst creating a "sense of place"?

*Not relevant*

#### **1.4 Open Space**

The initiative will help to ensure that a wide range of accessible, attractive and safe open spaces are available to all?

*Not relevant*

## **Climate Change**

### **2 Climate Change**

The initiative will contribute towards tackling the causes and effects of climate change?

*Not relevant*

#### **2.1 Adaptation**

The initiative will take account of potential changes brought about by climate change (for example, flooding, higher temperatures, heatwaves and more frequent storms)?

*Not relevant*

#### **2.2 Greenhouse Gas Mitigation**

The initiative will help to mitigate greenhouse gases?

*Not relevant*

## Community

### 3 Community

The initiative will contribute towards encouraging vibrant and safe communities, where everyone has an opportunity to participate in community life and local decision-making?

*Not relevant*

#### 3.1 Access to services

The initiative will improve and support access to jobs, services and amenities for the local community?

*Not relevant*

**Mitigation:**

Monitor attendance

#### 3.2 Community Safety

The initiative will contribute towards reducing crime, disorder and danger and support social cohesiveness?

*Not relevant*

**Mitigation:**

N/A

#### 3.3 Engagement

The initiative will seek to adequately engage with all members of the community in the decision-making process for the area through using VOiCE?

*Not relevant*

**Mitigation:**

Monitor attendance

#### 3.4 Identity and Citizenship

The initiative will help support and enhance the local identity whilst promoting citizenship?

*Not relevant*

#### 3.5 Social Inclusion

The initiative will promote social inclusion for all?

*Not relevant*

**Mitigation:**

Monitoring of attendance levels

## **Consumption & Production**

### **4 Consumption and Production**

The initiative will promote more sustainable production and consumption of goods and services?

*Not relevant*

#### **4.1 Energy**

The initiative will help reduce energy consumption and promote energy efficiency?

*Not relevant*

#### **4.2 Waste**

The initiative will encourage the prevention, reduction, re-use, recovery or recycling of waste?

*Not relevant*

## **Culture & Recreation**

### **5 Culture and Recreation**

The initiative will support the promotion and enhancement of cultural and recreational opportunities for all?

*Not relevant*

#### **5.1 Cultural Heritage**

The initiative will preserve, promote and enhance assets of local culture and heritage?

*Not relevant*

#### **5.2 Leisure, Sport and Recreation**

The initiative will help provide, encourage and improve access to leisure, sports and recreational activities for all?

*Not relevant*

## Economy

### 6 Economy

The initiative will encourage sustainable economic growth?

*Not relevant*

#### 6.1 Business

The initiative will encourage business creation and development?

*Not relevant*

**Mitigation:**

N/A

#### 6.2 Employment

The initiative will ensure a wide range of jobs are accessible to all communities and locations (particularly disadvantaged areas)?

*Not relevant*

**Mitigation:**

N/A

#### 6.3 Tourism

The initiative will help promote sustainable tourism for the area?

*Not relevant*

**Mitigation:**

N/A

#### 6.4 Well Skilled

The initiative will help to develop and improve people's skills?

*Not relevant*

**Mitigation:**

Monitor staff development



## Equality & Diversity

### 7 Equality and Diversity

The initiative, proposal or policy will promote equal access and inclusiveness for everyone?

**+** Yes – completely true

**Justification:**

Staff briefings and invitation to attend to all involved in project. All aspects of the Equality Act are fully embraced when employing staff and encouraging / enabling their attendance at work.

**Mitigation:**

Follow due process with regard to monitoring attendance and taking appropriate supportive action where required.

#### 7.1 Age

The initiative, proposal or policy will not discriminate, directly or indirectly, against age groups of any range?

**+** Yes – completely true

**Mitigation:**

No analysis undertaken by age

**Justification:**

Consideration will be given if project rolls out to other areas of service

#### 7.2 Disability

The initiative, proposal or policy will not discriminate, directly or indirectly, against people with disability?

**+** Yes – largely true, but still more to do

**Mitigation:**

No analysis undertaken

**Justification:**

Consideration will be given if project rolls out to other areas of service

#### 7.3 Gender Reassignment

The initiative, proposal or policy will not discriminate, directly or indirectly, against people who choose not to live as their birth gender?

**+** Yes – largely true, but still more to do

**Mitigation:**

No analysis undertaken

**Justification:**

None proposed - this information is not requested from employees

#### 7.4 Marriage and Civil Partnership

The initiative, proposal or policy will not discriminate, directly or indirectly, against married people or civil (same sex) partners?

**+** Yes – largely true, but still more to do

**Mitigation:**

No analysis undertaken

**Justification:**

If any cause for concern is identified, will reconsider whether analysis is appropriate

#### 7.5 Pregnancy and Maternity

The initiative, proposal or policy will not discriminate, directly or indirectly, against pregnant women or who have recently given birth or breastfeeding?

**+** Yes – largely true, but still more to do

**Mitigation:**

No analysis undertaken

**Justification:**

Will consider if any cause for concern is identified

**7.6 Race**

The initiative, proposal or policy will not discriminate, directly or indirectly, against any racial groups as recognised in the Equality Act 2010?

**+** *Yes – largely true, but still more to do*

**Mitigation:**

No analysis undertaken

**Justification:**

Will consider if any cause for concern is identified

**7.7 Religion or Belief**

The initiative, proposal or policy will not discriminate, directly or indirectly, against any religion, religious belief or philosophy as recognised in the Equality Act 2010 and the courts?

**+** *Yes – largely true, but still more to do*

**Mitigation:**

No analysis undertaken

**Justification:**

Will consider if any cause for concern is identified

**7.8 Sex**

The initiative, proposal or policy will not discriminate, directly or indirectly, against either men or women?

**+** *Yes – largely true, but still more to do*

**Mitigation:**

No analysis undertaken

**Justification:**

Will consider if any cause for concern is identified

**7.9 Sexual Orientation**

The initiative, proposal or policy will not discriminate, directly or indirectly, against Lesbian, Gay, Bisexual (LGB) or heterosexual/straight people?

**+** *Yes – largely true, but still more to do*

**Mitigation:**

No analysis undertaken


**Justification:**

Will consider if any cause for concern is identified

## Health & Well-Being

### 8 Health and Well-being

The initiative will improve health (including mental health) and well-being and improve access to health care for all?


 *Don't know – even though it is relevant*

**Justification:**

This project form part of the Council's employee well being strategy

#### 8.1 Lifestyle

The initiative will promote opportunities for gaining knowledge of and achieving a healthier lifestyle?


 *Yes – completely true*

**Justification:**

This project form part of the Council's employee well being strategy


#### 8.2 Physical Environment

The initiative will help to create a healthier physical environment for all?

 *Not relevant*

#### 8.3 Social Environment

The initiative will help to create a healthier social environment for all?

 *Mixed – partly true, but some way to go*

**Justification:**

This project form part of the Council's employee well being strategy

## **Lifelong Learning**

### **9 Lifelong learning**

The initiative will promote opportunities for lifelong learning?

*Not relevant*

#### **9.1 Community Learning and Development**

The initiative will provide opportunity for community learning and development?

*Not relevant*

#### **9.2 Formal learning**

The initiative will provide opportunity for children and young people to improve their attainment and achievement?

*Not relevant*

## **Natural Environment**

### **10 Natural Environment**

The initiative will contribute towards protecting and improving the natural environment within the area?

*Not relevant*

#### **10.1 Air, Water and Land Quality**

The initiative will protect and enhance the quality of the area's air, water and land?

*Not relevant*

#### **10.2 Biodiversity**

The project or proposal will protect, enhance and manage the area's biodiversity?

*Not relevant*

#### **10.3 Historic Natural Environment**

The initiative will protect, enhance and manage the area's historic natural environment?

*Not relevant*

#### **10.4 Landscape, Geology and Soils**

The initiative will protect, enhance and manage the area's natural landscape, geology and soils?

*Not relevant*

## **Transport & Connectivity**

### **11 Transport and Connectivity**

The initiative will contribute towards providing accessible and appropriate transport services and communication, linking people to jobs, schools, health and other services?

*Not relevant*

#### **11.1 Accessibility and Connectivity**

The initiative provides and supports adequate and accessible transport provision for everyone?

*Not relevant*

#### **11.2 Sustainable Transport**

The initiative supports and encourages the provision of sustainable modes of transport?

*Not relevant*