The Integrated Appraisal Toolkit

CURRENT USER:
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PROGRESS: 50/50

Last response

Note Book ➤

Final Report - All Responses

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REPORT DATE: 05/04/2016

ORGANISATION: Perth & Kinross Council
Blackfriars Development Centre
North Port
Perth
Perth
USER: Audrey Clark
USERS ROLE: HR Officer
INITIATIVE: Framework for Managing Change

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*

3.2 Community Safety

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

◻ *Not relevant*

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*

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*

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

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

Not relevant

6.3 Tourism
The initiative will help promote sustainable tourism for the area?

Not relevant

6.4 Well Skilled
The initiative will help to develop and improve people`s skills?

Not relevant

Equality & Diversity

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

✚ *Yes – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, covering all protected characteristics, to promote equality of opportunity. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

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

✚ *Yes – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, including age. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

Justification:
The policy applies to all staff and expressly states the requirement to take into account current legislation including the Equality Act (2010).

7.2 Disability

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

➕ *Yes – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, including disability. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

Justification:
The policy applies to all staff and expressly states the requirement to take into account current legislation including the Equality Act (2010).

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 – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, including gender reassignment. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

Justification:
The policy applies to all staff and expressly states the requirement to take into account current legislation including the Equality Act (2010).

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 – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, including marriage and civil partnership. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

Justification:
The policy applies to all staff and expressly states the requirement to take into account current legislation including the Equality Act (2010).

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 – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, including pregnancy and maternity. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

Justification:
The policy applies to all staff and expressly states the requirement to take into account current legislation including the Equality Act (2010).

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 – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, including race. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

Justification:
The policy applies to all staff and expressly states the requirement to take into account current legislation including the Equality Act (2010).

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 – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, including religion or belief. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

Justification:
The policy applies to all staff and expressly states the requirement to take into account current legislation including the Equality Act (2010).

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

✚ *Yes – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, including sex. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

Justification:
The policy applies to all staff and expressly states the requirement to take into account current legislation including the Equality Act (2010).

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 – completely true*

Mitigation:
Professional Officers in Human Resources review the workforce profiles of staff in scope and consider any equality related implications, including sexual orientation. This takes place at the start and is ongoing throughout the change process. One to one consultation with staff is undertaken at key stages.

Justification:
The policy applies to all staff and expressly states the requirement to take into account current legislation including the Equality Act (2010).

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?

▪ *Not relevant*

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

▪ *Not relevant*

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?

☐ *Not relevant*

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 initiative 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*

This toolkit was developed by the UK Centre for Economic and Environmental Development