A NEW ABERDEENSHIRE REGENERATION STRATEGY

1 Recommendations

1.1 The Committee is recommended to consider and approve the new Regeneration Strategy for Aberdeenshire and

1.2 The Committee is recommended to agree that Regeneration Funding for 2013/14 of £400,000 be allocated to activities in Fraserburgh arising from the new Strategy.

2 Discussion

2.1 On 19 August 2010 a ‘Framework for Regeneration in Aberdeenshire’ was approved by Infrastructure Service Committee (ISC), Item 17. It followed the Aberdeen City & Shire Structure Plan 2009 which emphasised Regeneration Priority Areas (RPAs) and recognised the switch of lead role in local regeneration to Local Authorities. The framework set out proposals and divided regeneration funds between three RPAs which roughly equate to the coastal parts of Buchan, Banff & Buchan and a coastal corridor in Kincardine & Mearns from Inverbervie to St Cyrus.

2.2 On 14 March 2013 (Item 15) ISC agreed that:

(i) A new Regeneration Strategy will prioritise delivery in the area of most need and that this will initially be in Fraserburgh and

(ii) The scope of the Strategy will be broader to include social, cultural, economic and physical remits.

2.3 The proposed new Strategy is attached at Appendix 1 along with its own appendices. Under the title of People, Places and Prosperity it addresses the strategic issues associated with regeneration in Aberdeenshire such as what regeneration means, along with a vision for what regeneration can achieve and a framework for how to achieve that vision.

2.4 Included in the Strategy are Key Outcomes which can be used as measurements of performance, plus examples of activities relevant to regeneration. The Strategy also sets out the need for a focused Strategy, where that focus will initially be and what that means for locations outside the initial focus area.

2.5 The initial focus area is Fraserburgh so action themes for the town, which dovetail with the Strategy, have been appended to it. These themes will be developed further into a detailed Action Plan by a Local Operational Group chaired by the Area Manager and staffed by officers and partners involved in delivering projects.
2.6 Town Centres will be the subject of a separate Action Plan later in 2013. Placemaking projects are being undertaken as separate but related initiatives.

2.7 The Banff & Buchan Area Committee will receive a report in August, including the Action Plan prepared by the Local Operational Group, and will thereafter receive six-monthly updates on performance. The work of the Local Group will be overseen by a Strategic Regeneration Group chaired by the Head of Economic Development and consisting of appropriate Service representatives. An annual report will be prepared for ISC and a communications schedule developed to keep stakeholders involved.

2.8 Funding for regeneration comes from a range of sources and this report is specifically recommending that £400,000 for local regeneration, is allocated to activities in Fraserburgh arising from the new Strategy. This will mean the Local Operational Group can deliver improvements as soon as possible.

2.9 As previously reported to ISC the new Regeneration Strategy will increase the role of partners and Council services in regeneration in its widest sense and improve integration between physical, economic, cultural and social regeneration initiatives using Community Planning. The strategy is also intended to take a strategic, long term view to 2025.

2.10 The Monitoring Officer and Head of Finance have been consulted and their comments incorporated in the report.

3 Equalities, Staffing and Financial Implications

3.1 The funding for the regeneration strategy is held within an earmarked reserve for Community, Culture and Tourism, and will be released from that reserve as the expenditure is incurred.

3.2 An equality impact assessment has been carried out as part of the development of the proposals set out above. It is included as Appendix 2 and no detrimental impact has been identified.

3.3 Staffing support for the delivery of the strategy has been accounted for in the Economic Development staffing budget.

Stephen Archer
Director Infrastructure Services
Report prepared by: Bill Clark, Strategic Regeneration Executive, 24 May 2013
OUR VISION

We are committed to an Aberdeenshire where people and places achieve their potential and that, through regeneration, we work together to achieve transformational change using projects of scale and impact.

FOREWORD

Aberdeenshire is a large and diverse area and the needs of communities vary from place to place. The needs of rural communities are different from those in urban areas. Towns continue to hold the balance of population and provide ‘market town’ services to rural areas suggesting that investment in the towns benefits all. Rural areas present specific issues especially transport & connectivity, public amenities and access to services such as leisure and health.

Almost all parts of Aberdeenshire would benefit from some form of regeneration whether social, economic or physical. However, with finance and other resources difficult to come by it makes sense to use them as carefully as possible. Having assessed what has been achieved and what is required we are now looking to focus our resources on one place at a time.

We need to prioritise resources towards that place and develop any cultural changes which are needed to overcome barriers. We want to look forward to opportunities in the future not backward to the past and we aim to do so in a way that can be affordably sustained by the community both economically and environmentally.

Cllr Peter Argyle
Chair Infrastructure Service Committee
INTRODUCTION – Regeneration: What it Means in Aberdeenshire

Aberdeenshire Council and its partners are committed to regeneration to ensure that the people and places of Aberdeenshire fulfil their potential. Regeneration means different things to different people. It can mean communities coming together to solve local problems, it can mean caring for our built and natural heritage, replacing old business and industries with new ones or avoiding the decline of our town centres. In fact, all these are good examples of regeneration along with many more. They can typically be divided into People, Places and Prosperity. Aberdeenshire Council define regeneration as:

“Reversing the decline of a place can only happen by everyone working together to tackle the challenge whether it involves social, economic, cultural or environmental issues”

What Regeneration Means in Aberdeenshire

<table>
<thead>
<tr>
<th>PEOPLE</th>
<th>PROSPERITY</th>
<th>PLACES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capacity Building</td>
<td>Diversification</td>
<td>Employment land</td>
</tr>
<tr>
<td>Community Learning &amp; Development</td>
<td>Remedial Assistance</td>
<td>Planning &amp; Development</td>
</tr>
<tr>
<td>Community Planning</td>
<td>Inward Investment</td>
<td>Built &amp; Natural Heritage</td>
</tr>
<tr>
<td>Deprivation and Poverty</td>
<td>Town centre improvements</td>
<td>Brownfield Regeneration</td>
</tr>
<tr>
<td>Health Inequalities</td>
<td>Business Initiatives</td>
<td>Retail &amp; Town Centre Development</td>
</tr>
<tr>
<td>Employability</td>
<td>SME engagement</td>
<td>Change of Use</td>
</tr>
<tr>
<td></td>
<td>Local Initiatives</td>
<td>Housing Regeneration</td>
</tr>
<tr>
<td></td>
<td>Business Associations</td>
<td>Community Facilities</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Public Realm &amp; Public Art</td>
</tr>
</tbody>
</table>

Cross-Cutting Areas
- Art & Culture
- Housing
- Health
- Employability
- Community Economic Development
- Skills & Education
- Design
- Leisure
- Environment

Aberdeenshire Council
STRATEGIC CONTEXT – Regeneration: The Objective

The Scottish Government, in its own strategy “Achieving a Sustainable Future 2011” and preceding documents, identified a number of key themes to which this Strategy is aligned:

✓ a clear direction and vision is required for regeneration policy
✓ a co-ordinated approach at local level & across public services is required to tackle area-based disadvantage
✓ the importance of community led regeneration
✓ the requirement for grant support and innovative funding
✓ supporting town centres as a central part of community life
✓ the need for place-making to support successful communities

Aberdeenshire’s Strategy is also aligned with many other strategies and action plans. These include the Council’s Economic Development Strategy and the objectives of the Community Planning Partnership and the Single Outcome Agreement as well as the Aberdeenshire Council Historic Environment Strategy and many others. Aberdeenshire Council recognises and acknowledges the links between its policies and those of its partners. The Council looks to minimise exclusion and develop a collegiate atmosphere between individuals, agencies and community groups in order to achieve collaborative gain.

STRATEGIC FRAMEWORK – Regeneration: Achieving the Objective

To achieve transformational change will require not only a compelling vision but also financial and human resources. Past work shows that success is dependent on community cohesion and poor cohesion requires greater resources to compensate. A satisfactory outcome is a community better connected and engaged, with the confidence and leadership to proactively pursue improvements with reliance on self-sustaining income rather than grant dependency.

The Council will therefore work within communities and with our Community Planning Partners to understand the needs and deliver the necessary changes. Every community has willing individuals and community champions with whom the Council can work to enhance community cohesion. Every community also has assets which can be identified and developed to bring economic prosperity as well as a safer and healthier place. Core funding will be used to lever additional finance whenever it is available with a target ratio of 1:2, i.e. bring in two additional pounds for every one pound invested by Aberdeenshire Council.

It is important to build on key infrastructure developments such as the Aberdeen Western Peripheral Route and improved digital connectivity alongside investment in education and housing. These major projects will bring opportunity and stimulus as well as being catalysts for change.

The prospect of continuing Council funding provides the opportunity for a more strategic view of what can be achieved through to 2025, including where it is required and how long it may take. Regeneration, by definition, takes many years to effect change so the Council is also committed to focusing on an area for the required number of years to achieve the vision for it.
Progress will be incremental in that it will be represented by lots of small changes instead of one or two large ones. It is also necessary to slow and then stop a spiral of decay before it can be reversed. However, positive change will be introduced as soon as possible through early actions and investment-ready projects.

**Key Outcomes**

- *Reduce Places of Dereliction* by the conservancy of our built and natural heritage, along with environmental improvements and bringing brownfield sites back into use.

- *Increase Enterprise Activity* including new enterprises, the growth and diversification of indigenous businesses and remove barriers to inward investment.

- *Increase Development Activity* by identifying potential places for housing and commercial development in line with the Local Development Plan.

- *Increase Prosperity* through skills and education and the provision of permanent employment at Living Wage pay levels that reduce reliance on benefits and tackle poverty and inequalities.

- *Improve Town Centres* by increasing footfall and activity, minimising the impact of void units and encouraging retailers to adapt to sustainable models such as online trading or Click & Collect.

- *Provide People* with a healthy, safe, pleasant, interesting and active community and environment whether they are resident or visitors.

These will be achieved through the development of an Action Plan based on Action Themes (see Appendix 1) relevant to the Focus Area.

**THE PLACE**

*Where is the Focus Area?*

The Focus Area will initially be the town of Fraserburgh. There is a need for regeneration in many places, especially across North Aberdeenshire, however evidence such as the Scottish Indices of Multiple Deprivation (2012) indicates that Fraserburgh struggles to improve. The town centre has suffered more than most and there is a continued need to develop and diversify the economy. The timing is also right for focusing on Fraserburgh. There is a renewed sense of optimism from the opening of the new swimming pool and community champions have expressed their commitment to new ideas and opportunities. This initial choice will be reviewed during the expected lifetime of the strategy and as part of a regular process of monitoring and evaluation.

*What About Places Outside the Focus Area?*

Many communities are engaged in regeneration work on their own account and have been doing so successfully for a number of years. Through the Council’s support for Rural Partnerships, Development Trusts and the Voluntary sector they have engaged in improvements to their built and natural heritage, developed eye-catching
events for visitors and residents and sought funding from the Scottish Government, the EU and Big Lottery so that communities can help themselves.

It is intended that this work should continue with the Council providing expertise and advice on best practise through Council officers and from toolkits developed from the knowledge gained in other projects. There may still be funding opportunities from Service budgets, Area Top-Funds or Planning Gain. There will also be a separate Town Centres Review and Action Plan to examine all options for our town centres including Business Improvement Districts.

Some locations have also benefited from initiatives using the former Fairer Scotland Fund and these will continue. Aberdeenshire also greatly benefits from specialist funding for Built & Natural Heritage particularly in Conservation Areas. Townscape Heritage Initiatives and Conservation Area Regeneration Schemes have been or are operating in Banff, Peterhead and Portsoy, helping to bring new uses into old buildings and preserving the important architectural detail. The Council remains committed to this approach to regeneration in historic towns and will continue to promote and support similar applications for funding where appropriate as a key component of the Strategy for Regeneration. Aberdeenshire Council’s Historic Environment Strategy suggests that the focus for such work will continue to be within the Regeneration Priority Areas defined in the Aberdeen City and Shire Structure Plan.

Focusing on an area of most need is meant to bring new attention and resources to that area and is not intended to devalue or displace the importance of continuing work in other towns.

**IMPLEMENTATION**

*Working with Others*
Aberdeenshire Council is not capable of achieving regeneration on its own. Nor does it wish to impose change on communities without their involvement. By working together a Local Action Group will be developed that uses local insight and aspirations and blends it with the best knowledge and experience the Council and our partners can bring together. This group will typically consist of the Area Manager, Economic Development and Regeneration specialists along with representatives from Community Planning and Community Learning & Development. They will be augmented as and when required by individuals, organisations and partners involved in project delivery.

Many organisations and individuals have expressed support for a Focused Regeneration Strategy for Aberdeenshire and to deliver the necessary changes. They include other public sector organisations like Community Planning Partners, local groups like Development Trusts, charitable interests like Registered Social Landlords as well as private sector businesses.

*Where the Funding Will Come From*
Aberdeenshire intends to commit its entire local regeneration budget to focus on a single place and will do so for a minimum of 3-5 years or longer, as defined by review. This currently amounts to £400,000 per annum, so over a 5 year period £2 million pounds could be available. Achieving the goal of levering additional finance at a ratio of 1:2 could bring in a further £4 million making £6m in total.
Sources of additional funding may include existing Council Service budgets, Community Planning Partners, the EU, Scottish Government regeneration, historic environment and other funds and Heritage Lottery Fund.

**Examples of Regeneration Activities**

Regeneration activities can be wide and varied and those listed below are only a few of many examples. They will be co-ordinated with other public sector initiatives and follow an integrated approach with other Council services and resources. Whole-life costs will be built in so assets and standards are maintained and do not return to a cycle of decline.

**Social Regeneration (People)**

<table>
<thead>
<tr>
<th>Tackle poverty &amp; inequalities</th>
<th>Pursue health improvements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Encourage home and travel safety</td>
<td>Develop community capacity</td>
</tr>
<tr>
<td>Tackle rural isolation through transport</td>
<td>Improve rural access to services</td>
</tr>
<tr>
<td>Support improved employability</td>
<td>Support improved skills &amp; education</td>
</tr>
<tr>
<td>Encourage art &amp; culture</td>
<td>Foster community ownership</td>
</tr>
<tr>
<td>Make visitors welcome</td>
<td>Acknowledge demographic change</td>
</tr>
</tbody>
</table>

**Physical Regeneration (Places)**

<table>
<thead>
<tr>
<th>Identify potential step-change projects</th>
<th>Improve public places</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop gap Sites</td>
<td>Conserve built &amp; natural heritage</td>
</tr>
<tr>
<td>More green spaces</td>
<td>Enhance streetscaping</td>
</tr>
<tr>
<td>Use Wellbeing Powers when necessary</td>
<td>Provide sufficient employment land</td>
</tr>
<tr>
<td>Encourage good design &amp; architecture</td>
<td>Improve housing quality and quantity</td>
</tr>
<tr>
<td>Develop safe, attractive communities</td>
<td>Develop active leisure opportunities</td>
</tr>
<tr>
<td>Support change in town centres</td>
<td>Encourage quality developments</td>
</tr>
<tr>
<td>Provide facilities for visitors</td>
<td>Environmental improvements</td>
</tr>
<tr>
<td>Develop Action Areas</td>
<td>Support Placemaking</td>
</tr>
</tbody>
</table>

**Economic Regeneration (Prosperity)**

<table>
<thead>
<tr>
<th>Diversify products, markets &amp; services</th>
<th>Develop sustainable, quality retailers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grow indigenous businesses</td>
<td>Remove barriers to inward investment</td>
</tr>
<tr>
<td>Invest in innovation &amp; technology</td>
<td>Maximise online trading</td>
</tr>
<tr>
<td>Encourage the voluntary sector</td>
<td>Signpost firms to available support</td>
</tr>
<tr>
<td>Support social enterprise</td>
<td>Encourage new businesses</td>
</tr>
<tr>
<td>Develop key sector opportunities</td>
<td>Add value to primary industries</td>
</tr>
<tr>
<td>Look to new industries like renewables</td>
<td>Maximise tourism opportunities</td>
</tr>
<tr>
<td>Encourage business associations</td>
<td>Foster clusters &amp; strong supply chains</td>
</tr>
</tbody>
</table>
MONITORING AND EVALUATION - How Progress Will be Measured

Information and reports on performance against Key Outcomes will be maintained and presented in an Annual Report. The Scottish Indices of Multiple Deprivation (published every three years) along with other measurements and benchmarking data will be used to identify improvements that are needed or have taken place. Information from community planning partners and others will be acted upon and regular monitoring and evaluation of projects and initiatives will be undertaken. It is also important to listen to the community and pay attention to anecdotal evidence and make adjustments where necessary. Work and progress will also be communicated through existing media channels such as websites, news releases at least every quarter, etc.

Performance criteria will be set against the Action Plan and the Local Action Group will be responsible to the Strategic Regeneration Group within the Council as well as reporting to the Area Committee and Community Planning Partnership on a six-monthly basis.

From Strategy to Action
The next stage in the process is to translate the Strategy into an Action Plan for the Focus Area. This will be done by identifying Action Themes which group actions together that match the needs identified from community consultation and engagement. Appendix 1 of the Strategy shows the first of these for Fraserburgh, our initial Focus Area. A timeline for doing so is below:

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategy Approved</td>
<td>June 2013</td>
</tr>
<tr>
<td>Action Plan Approved by Area Committee</td>
<td>August 2013</td>
</tr>
<tr>
<td>Quick Wins &amp; Major Starts</td>
<td>August 13 – April 14</td>
</tr>
<tr>
<td>Ongoing Project Development &amp; Delivery</td>
<td>June 14 – April</td>
</tr>
<tr>
<td>Mid-Term Review</td>
<td>June 2016</td>
</tr>
<tr>
<td>First Annual Report</td>
<td>June 2014</td>
</tr>
<tr>
<td>2nd Annual Report</td>
<td>June 2015</td>
</tr>
<tr>
<td>Action Plan Development</td>
<td>June 2013</td>
</tr>
<tr>
<td>First Projects Begin</td>
<td>August 2013</td>
</tr>
<tr>
<td>First Annual Report</td>
<td>August 13 – April 14</td>
</tr>
</tbody>
</table>
DEVELOPING THE ACTION PLAN FOR FRASERBURGH

Within every town, settlement or community there are opportunities and assets waiting to be developed and Fraserburgh is no different. Some actions will be small and short while others are much larger, more aspirational or take longer. They can all be grouped under themes which are aimed at achieving a common objective.

Fraserburgh Action Themes

Active Fraserburgh – The £9m+ recently invested in a new swimming pool is already paying dividends through the enthusiasm of individuals and the interest of visitors from outside the town. It has also highlighted the potential for developing other active pursuits making use of the natural heritage assets of the area. The town has traditional surfing or kite surfing, football, bowling, martial arts and there are many hundreds in the town with a passion for running. Active Fraserburgh could have the potential to change internal and external perceptions, contribute to combating health inequalities and maybe encourage visitors.

Improving Enterprise – More can be done to encourage young and not-so-young entrepreneurs to start new businesses by reducing the barriers to entry. This might be flexible, low cost office or retail space or easy access to advice. Existing businesses can be encouraged to develop new products and markets and to add value to existing ones.

Creating Development Opportunities – Fraserburgh has a number of areas suitable for development and the private sector can be encouraged to translate interest into action.

Environmental Improvements – A review of Fraserburgh’s historic buildings is underway. The project looks to demonstrate how underused historic buildings can be found viable new uses and in doing so restore and make improvements to the townscape. Aberdeenshire Council will support applications for funding for projects which support this aim. Shorter term improvements may include deep cleaning pavements and property repair schemes to encourage proper maintenance for example to gutters and downpipes.

Skills & Education – Fraserburgh schools, along with Banff and Buchan College, are valued assets for the area and contribute not just to the education of our young people but also to the sense of place. The College, in particular, has the capability to assist business and industry through tailored training and specialist facilities. There are many other organisations that can be mobilised to provide assistance from Seafood Scotland to Skills Development Scotland for retail as well as industry.

Developing Key Industries – The Food and Drink industry is important to Fraserburgh, especially the seafood sector. There is interest in developing this further by adding value to the primary products and hosting a quality seafood restaurant as part of a campaign to establish the town as a Seafood Centre of Excellence.
Retail & the Town Centre – While there will be a separate Town Centres Action Plan developed by Aberdeenshire Council, with partners, early action can be taken to attract people into the centre through events, marketing initiatives and ensure it is a welcoming place.

Health & Wellbeing – Fraserburgh is acknowledged as having some of the most profound health issues in Aberdeenshire but a series of initiatives being undertaken by Community Health partners are aimed at bringing measurable improvements and will be joined by other wellbeing benefits.
### EQUALITY IMPACT ASSESSMENT

**Stage 1:** Title and aims of the activity ("activity" is an umbrella term covering policies, procedures, guidance and decisions).

<table>
<thead>
<tr>
<th>Service</th>
<th>Infrastructure Services</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Section</strong></td>
<td>Economic Development</td>
</tr>
<tr>
<td><strong>Title of the activity etc.</strong></td>
<td>A New Regeneration Strategy for Aberdeenshire</td>
</tr>
<tr>
<td><strong>Aims of the activity</strong></td>
<td>To set out regeneration aims and activities that focus on a single area of most need.</td>
</tr>
<tr>
<td><strong>Author(s) &amp; Title(s)</strong></td>
<td>Clark, Bill</td>
</tr>
</tbody>
</table>

**Stage 2:** List the evidence that has been used in this assessment.

<p>| Internal data (customer satisfaction surveys; equality monitoring data; customer complaints). | N/A |
| Internal consultation with staff and other services affected. | Regeneration Strategy Group |</p>
<table>
<thead>
<tr>
<th>External consultation (partner organisations, community groups, and councils.)</th>
<th>Community Planning Board and Executive</th>
</tr>
</thead>
<tbody>
<tr>
<td>External data (census, available statistics).</td>
<td>Scottish Indices of Multiple Deprivation</td>
</tr>
<tr>
<td>Other (general information as appropriate).</td>
<td>Assessment of the content of the Strategy and the aims and activities arising from it to identify any protected groups which may be affected.</td>
</tr>
</tbody>
</table>

### Stage 3: Evidence Gaps.

| Are there any gaps in the information you currently hold? | No |

### Stage 4: Measures to fill the evidence gaps.

<table>
<thead>
<tr>
<th>What measures will be taken to fill the information gaps before the activity is implemented? These</th>
<th>Measures:</th>
<th>Timescale:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>
should be included in the action plan at the back of this form.

Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting “yes” in the applicable box/boxes below.

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Negative</th>
<th>Neutral</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age – Younger</td>
<td></td>
<td></td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Age – Older</td>
<td></td>
<td></td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Disability</td>
<td></td>
<td></td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Race – (includes Gypsy Travellers)</td>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>Religion or Belief</td>
<td></td>
<td></td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Gender – male/female</td>
<td></td>
<td></td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Pregnancy and maternity</td>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>Sexual orientation – (includes Lesbian/Gay/Bisexual)</td>
<td></td>
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<td></td>
<td>Yes</td>
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</tbody>
</table>
Stage 5: Are there potential impacts on protected groups? Please complete for each protected group by inserting “yes” in the applicable box/boxes below.

<table>
<thead>
<tr>
<th></th>
<th>Positive</th>
<th>Negative</th>
<th>Neutral</th>
<th>Unknown</th>
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</thead>
<tbody>
<tr>
<td>Gender reassignment</td>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>– (includes Transgender)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Marriage and Civil Partnership</td>
<td></td>
<td>Yes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Stage 6: What are the positive and negative impacts?

<table>
<thead>
<tr>
<th>Impacts.</th>
<th>Positive</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(describe the impact for each of the protected characteristics affected)</td>
<td>(describe the impact for each of the protected characteristics affected)</td>
</tr>
</tbody>
</table>

Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected.

| Please detail the potential positive and/or negative impacts on those with protected characteristics you have highlighted above. Detail the impacts and describe those affected. | N/A | N/A |
### Stage 7: Have any of the affected groups been consulted?

If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?

<p>| | |</p>
<table>
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<tr>
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<tbody>
<tr>
<td></td>
<td>N/A</td>
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</table>

### Stage 8: What mitigating steps will be taken to remove or reduce negative impacts?

<table>
<thead>
<tr>
<th>These should be included in any action plan at the back of this form.</th>
<th>Mitigating Steps</th>
<th>Timescale</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

### Stage 9: What steps can be taken to promote good relations between various groups?

These should be included in the action plan.

<p>| | |</p>
<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Improvement in community cohesion is implicit with the Strategy.</td>
</tr>
</tbody>
</table>
Stage 10: How does the policy/activity create opportunities for advancing equality of opportunity?

It affects everyone in equal measure.

Stage 11: What equality monitoring arrangements will be put in place?

| These should be included in any action plan (for example customer satisfaction questionnaires). | Equality monitoring is included in all monitoring and evaluation arising from the Strategy. |

Stage 12: What is the outcome of the Assessment?

| Please complete the appropriate box/boxes | 1 | No negative impacts have been identified – please explain. |
| | | No negative impacts have been identified because the Strategy will affect everyone in equal measure. |
| | 2 | Negative Impacts have been identified, these can be mitigated - please explain. |
| | | * Please fill in Stage 13 if this option is chosen. |
The activity will have negative impacts which cannot be mitigated fully – please explain.

* Please fill in Stage 13 if this option is chosen

* Stage 13: Set out the justification that the activity can and should go ahead despite the negative impact.

N/A

Stage 14: Sign off and authorisation.

<table>
<thead>
<tr>
<th>1) Service and Team</th>
<th>IS Economic Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>2) Title of Policy/Activity</td>
<td>A New Regeneration Strategy for Aberdeenshire</td>
</tr>
</tbody>
</table>
| 3) **Authors:** | Name: Bill Clark  
Position: Strategic Regeneration Executive  
Date: 4 April 2013  
Signature: |
| Name: |  
Position:  
Date:  
Signature: |
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<tr>
<th></th>
<th>for this policy/activity.</th>
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4) **Consultation with Service Manager**
   - Name: Morna Harper
   - Date: 11 April 2013

5) **Authorisation by Director or Head of Service**
   - Name: Belinda Miller
   - Position: Head of Economic Development
   - Date: 12 April 2013

6) **If the EIA relates to a matter that has to go before a Committee,**
   Committee report author sends the Committee Report and this form, and any supporting assessment documents, to the Officers responsible for monitoring and the Committee Officer of the relevant Committee. e.g. Social Work and Housing Committee.
   - Date: 9 April 2013

7) **EIA author sends a copy of the finalised form to:**
   eia@abdnshire
   - Date: 16 April 2013

(Equality team to complete)

Has the completed form been published on the website? YES/NO

Date:
<table>
<thead>
<tr>
<th>Action Plan</th>
<th>Action</th>
<th>Expected Outcome</th>
<th>Lead Officer</th>
<th>Start</th>
<th>Complete</th>
<th>Resource Implications</th>
</tr>
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