



# Integrated Impact Assessment Pre-screening Stage 1

The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact, and any mitigations in place.

**Note:** This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment.' Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices, and activities including the delivery of services - essentially everything you do.

## **Purpose:**

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact of the policy / proposal on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of [Public Sector Equality Duty](#), [Equality Outcomes](#) and [Human Rights](#);
- whether [Children's Rights](#) have been impacted.
- whether [Socio-economic disadvantage](#) is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised which will be covered in Stage 2.

<p>Title*</p> <p>Name your business case, policy, strategy, or proposal (including budget proposals)</p>	<p><b>Finalised Draft George Street Masterplan</b>  <b>11 October 2023 Council Report: COM/23/304</b></p>
<p>Is this a new or existing policy/ proposal?</p>	<p>The finalised Draft George Street Masterplan, the Masterplan, is a new policy establishing environmental 'place' change projects in the George Street area, within the city centre boundary as defined by the <b>Aberdeen Local Development Plan 2023</b>, and prepared in accordance with the <b>Local Outcome Improvement Plan 2016-26</b> whose vision for the city is that <b>'Aberdeen is a place where all people can prosper'</b>. The Masterplan focuses on delivering excellence in 'place' principles to secure the sustainable future for the George Street area.</p> <p>The area also functions as an important neighbourhood district centre with a range of local goods and services along the ground floor premises of George Street with residential above, and side streets of predominantly residential tenements. The Masterplan area has the advantage of being in close proximity to all the amenities of the city centre, though its connectivity has been challenged by the form of the Bon Accord Centre. Within and around the area educational institutions offering infant, primary, secondary, and tertiary learning, have a city region catchment bringing a wider range of people into the area.</p> <p>The process of bringing forward a Masterplan has its foundation as part of the City Centre and Beach Masterplans refresh and delivery programme, however Council required a specific George St area Masterplan because:</p> <ul style="list-style-type: none"> <li>• The closure of John Lewis within Norco House building, which has recently been sold, has reduced the retail offer in the area</li> <li>• The Bon Accord Centre was being marketed and has recently been sold creating uncertainty in the city centre</li> <li>• Broadford Works, albeit adjacent to but out-with the study area, remaining undeveloped for residential use for c890 dwellings and associated amenities.</li> <li>• Key projects are to be identified to redress 'place' challenges in aiming to create a more attractive, sustainable, neighbourhood.</li> </ul> <p>The Council required a Masterplan to guide future investment and to create more certainty for the residents, businesses and institutions of the area with projects that will sustainably support it.</p>

<p>Brief description of policy / proposal (including intended outcomes and purposes)</p>	<p>The Masterplan is intended as the policy for land use and development in the area to direct public and private investment in realising the place-based 'Vision' - 'George Street Connected.'</p> <p>Following public engagement seeking interested party opinion on what are the <b>Strengths, Weaknesses, Opportunities &amp; Threats</b> of the area are by using the on-line Citizen Space survey in February - March 2022, 297 responses provided the foundation for the preparation of a draft Mini-Masterplan which was approved by Council of December 2022 for public consultation.</p> <p>The public consultation and engagement undertaken from March 2023 posed questions at key sections through the draft Mini-Masterplan (102 responses), as well as offering face to face meetings with key stakeholders (21) with responses to their specific observations provided and was supported by a programme of engagement activities with children and young people.</p> <p>The approach to consultation and engagement, and projects arising, accords with Aberdeen's Equality Outcomes 1,2,3 by being inclusive and inviting any interested party to contribute to the process of creating the Masterplan. A foundation of the Masterplan is to remove barriers and promote places that are balanced in needs, uses and inclusive which is embedded in the design process from the outset.</p> <p>The following projects have emerged as the substance of the Masterplan:</p> <ul style="list-style-type: none"> <li>• <b>Masterplan Vision</b></li> </ul> <p><b>'George Street Connected! - The 'local' Neighbourhood: a vibrant, creative, and inclusive city centre community at the heart of reinvention.</b></p> <p>The establishment of a 'place' Vision is important as a benchmark of commitment to the communities of the area underpinning the fundamental aims and objectives of all the transformational projects presented to maximise place value and benefits in the creation of a distinctive positive neighbourhood in the city centre.</p> <p>George St, originally built as a linear street connecting the north of the city with the harbour area, is now physically separated from the city centre by the form of the Bon Accord Centre. This severing has both engendered a feeling of the area being cut off, as well as functioning on its own merits, from the remainder of the city centre.</p> <p>All successful and sustainable places, and communities, must be 'connected' and feel connected, in all senses, in order to remain relevance and survive. The Vision is apt in both establishing the</p>
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need for better physical connection to the city centre's activities and its accessibility and its investment, but also as a call for self-promotion, self-branding, and outreach to a wide range of partners.

- **People, Economy & Place**

The Local Outcome Improvement Plan (2016-26) establishes a Vision that **'Aberdeen is a place where all people can flourish'**.

The Masterplan has been given a direction to focus on 'place' because getting the 'place' qualities right, as a combination of use, movement, aesthetics, accessibility, and connectivity, in response to communities' needs, will establish a stronger foundation to support 'people,' and underpin, strengthen, its 'economy' and attract the investment needed to sustain the neighbourhood. The Masterplan proposes a series of projects crucial to 'place' based upon a thorough analysis of the area.

**There are 6 priority project areas identified:**

**1) Norco House** (formerly the John Lewis building)

Norco House occupies a significant site within the Masterplan area and has recently been acquired by the owners of the Bon Accord Centre. Within the Masterplan 2 scenarios for redevelopment are proposed to bring new uses, and therefore employment and activity, by posing ideas for either the retention of the 'distinctive' façade, as cultural heritage, and reworking the building with selective demolition, or to completely clear the site, to accommodate new uses that would add vibrancy, vitality, and economy to the area. The added value to the street-scene of George Street is significant, as is the opportunity to create meaningful greenspace, as part of our human requirements, in what is a dense mixed-use urban area.

**2) Illumination**

The implementation of a lighting strategy should alleviate concerns about the 'fear of crime' and personal safety in the area, allied to the recent installation of CCTV, impacting upon every sector of our society. The illumination strategy would also add seasonal visual interest during the evenings or on dark days, which stimulates the senses, contributes significantly to strengthening a distinctive 'sense of place' image, as well as providing opportunity to celebrate community events.

The design of the lighting strategy will be taken forward with stakeholders and will balance with statutory street lighting provision, the likely impact to the fauna of the area, as well as

impact to the uses of the area so that it does generate light pollution, and be in accordance with neurodiversity requirements and stimulus, in 'designing for everyone.'

### **3) Streetscape Improvements**

The creation of a city centre that is itself a destination and not a through route is a foundation of the City Centre Masterplan. Analysis to determine the extent of vehicular through-routing and to bring forward a plan to reduce it to a minimum for the George Street area has been undertaken.

To balance what are streetscapes originally designed predominantly for vehicular movement with redesign that provides vehicular access as well as incorporating footway widths that are appropriate to pedestrian volumes, for the provision of raingardens to treat localised surface water run-off and to introduce street trees and seating etc will provide greater environmental benefits for everyone. These proposals would humanise the existing environment, providing opportunity for dwell time and interaction proportionate with street use.

All the streets within the study area have been analysed and cross-sections proposed as the basis to the production of a comprehensive plan to balance 'place' needs and establish the area as a sustainable neighbourhood. Drafting the comprehensive plan will be subject to further stakeholder engagement.

### **4) Bon Accord Centre**

The Bon Accord Centre is partially within the Masterplan study area and has had a significant impact on direct access to George Street from the city centre. The Masterplan proposes Harriet Street be augmented in 'place' quality recognising its role as the only 24/7 access to the city centre. The Masterplan illustrates proposed place change to Loch Street and therefore the elevations, and some uses, along what is the rear elevation to the Bon Accord Centre. These ideas are to stimulate creative discussion to encourage economic stability, and growth, as well as designing in environmental benefits and place efficiencies.

### **5) Redevelopment Opportunities**

In addition to Norco House, and the Broadford Works to the north of the area boundary which is identified as redevelopment site of influence with approval for circa 890 residential dwellings and ancillary uses, there are redevelopment opportunities within the Masterplan area. These brownfield sites, which are resulting in a diminished 'sense of place', have been listed in the Masterplan and

that with the promotion of appropriate forms of development and uses, quality redevelopment would signal commitment in the area.

**6) North East College (NESCol)**

NESCol’s campus, situated between Gallowgate and Loch Street, is a community of several thousand students and staff from across the city region which operates during the day and in the evenings. Allied to the opportunities to re-design the Loch Street streetscape, as one of the NESCol entrances, several observations to the edges and boundaries of the campus, as well as vehicular access to the campus, are made to stimulate consideration of the building to be more integrated into its wider environment. This approach accords with Aberdeen’s Equality Outcome EO2 ‘Increased sense of safety and belonging’.

In response to Aberdeen’s Equality Outcome EO3 ‘Representation in civic Participation’ -

The Finalised Draft Masterplan is supported by a comprehensive engagement and consultation evaluation report detailing the initiatives and findings and their impact in shaping the Masterplan.

In addition, appended to the Report and in recognition of the Environmental Assessment (Scotland) Act 2005 which requires any agency involved in plan preparation which is likely to have significant environmental impacts undertake statutory consultation, an Environmental Report has been prepared and consulted on with the national statutory consultees Historic Environment Scotland, Nature Scot, Scottish Environmental Protection Agency, and Scottish Water. Their findings have shaped the content of the Masterplan.

Whilst the Masterplan area is urban, with a high residential density and involves brownfield sites, the proposals would have significant, positive, environmental impact to the communities of the George Street area.

a. Human Rights of people?		• <b>Yes</b>	See Part 2 for detail					
		• <b>Yes</b>	See Part 2 for detail					
b. Rights of Children and Young people?								
What is your assessment of the impact		<b>H</b> High negative impact	<b>H</b>	<b>M</b>	<b>L</b>	<b>N</b>	<b>P</b>	<b>U</b>

<p>on groups with:</p> <ul style="list-style-type: none"> <li>a. Protected characteristics</li> <li>b. Children and young people</li> <li>c. Other</li> </ul> <p>For example -consider the impact of your policy on people and how they will be able to access goods, services, and information with no barriers.</p>								
	<b>M</b>	Medium negative impact						
	<b>L</b>	Low negative impact						
	<b>N</b>	No impact						
	<b>P</b>	Positive impact						
	<b>U</b>	Unsure						
		Age					X	
		Disability					X	
		Gender Reassignment					X	
		Marriage and Civil partnership					X	
		Pregnancy and Maternity					X	
		Race					X	
		Religion or Belief					X	
		Sex					X	
		Sexual Orientation					X	
		Children and young people					X	
		Other					X	
Socio-Economic Inequalities		Yes	A positive impact is identified because investment in priority places, buildings and business should increase employment opportunities and area connectivity by providing the conditions to support economic					

<p>Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?</p>		<p>recovery with a George Street area that has an improve 'sense of place' and environment.</p> <p>The ethos of inclusive design should result in a more equitable neighbourhood which caters for a greater number of needs of our communities whether living in, shopping, or visiting the area.</p>	
<p>Internal or existing data Please detail your sources</p>		<p>The foundations of the Masterplan are formed from findings of the initial public engagement in February 2022 which enabled the draft Masterplan to be prepared, along with the external consultants' observations on the study area, benchmarked with the Aberdeen Local Outcome Improvement Plan 2021-26 and the Aberdeen Local Development Plan 2023.</p> <p><a href="#">Final-Draft-LOIP-Refresh-21.pdf (communityplanningaberdeen.org.uk)</a></p> <p><a href="#">ALDP2023.pdf (aberdeencity.gov.uk)</a></p> <p>The draft Masterplan was approved by Council in December 2022 and subject to public and specific stakeholder engagement and consultation from March 2023. The draft Masterplan was also subject to consultation with national statutory consultees in the preparation of the Environmental Report which used the Scottish Indices of Multiple Deprivation as an indication of residential prosperity, and national policies on the historic built environment, etc in their feedback which is appended to the Report.</p> <p>The Draft Masterplan is allied to the City Centre Masterplan refresh and subsequent Beach Development Framework and was requested by Council because as an area of the city centre it did not have specific regeneration projects attributed to it.</p> <ul style="list-style-type: none"> <li>• 14 December 2022 Council Report seeking approval of the Draft Masterplan for consultation in early 2023 and report findings on or before December 2023 <a href="#">George Street Mini Masterplan FINAL REPORT.pdf (aberdeencity.gov.uk)</a></li> <li>• 24 August 2022 Council Report seeking approval to bring forward a Draft Masterplan for the George Street area <a href="#">CCMP (City Centre Masterplan) - 220629 CCMP Update Recalibrated Masterplan FINAL Report.pdf (aberdeencity.gov.uk)</a></li> </ul>	



		<ul style="list-style-type: none"> <li>12 November 2021 City Growth and Resources Committee Report establishing baseline consultation on the study area to be undertaken and report back.  <a href="#">Combined City and Beach Covering Report - Covering Report.pdf (aberdeencity.gov.uk)</a></li> </ul>
<p>Consultations with officers or partner organisations</p> <p>Please list your sources</p>		<p>A detailed report on the consultation programme, which took a 3-way approach with an on-line survey, targeted stakeholder engagement and engagement with children and young people on 'a sense of place' within the George St area is appended to the Report, and the results have been reflected in revision to the Draft Masterplan resulting in the Finalised Draft Masterplan.</p>
<p>Other:</p> <p>Please list your sources</p>		
<p>Does this proposal contribute to the <a href="#">Public Sector Equality Duty</a> to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?</p>	<p>Yes - please explain</p>	<p>All the proposals for change are founded on study and analysis of their social, economic, and environmental contexts and were developed to enable wide stakeholder engagement to take place to both support and challenge the detail in order that the project delivery and intended outcomes meet the objectives of the city centre.</p> <p>The consultation programme was open to any interested party to be involved and shape the Finalised Draft Masterplan - increasing opportunity for involvement and indeed foster good relations.</p> <p>The equal opportunity for anyone to access any part of the city centre is a key Council policy objective and is reflected in the Local Outcome Improvement Plan vision of 'Aberdeen is a place where all people can prosper' - by having an inclusive, attractive, inviting and barrier free city.</p> <p>Projects that follow a comprehensive stakeholder engagement programme and with the methods, topics and results recorded and shared, enables a comprehensive understanding of objectives and issues to aid good decision-making. And whilst change can be difficult the reasons and decisions taken</p>

			<p>should always be balanced, considered, and transparently made.</p> <p>By focusing on 'place' and recommending change to the environment of the George Street area the Masterplan would deliver a more inclusive environment for everyone, by virtue of providing better lighting we would reduce the fear of, as well as reduce opportunities for crime to take place and create belief in a more secure place to live, work and visit. By illustrating the redevelopment potential of sites and buildings the Masterplan is preparing the foundation of positive investment and change which would sustain the George Street area as a 'connected' neighbourhood to support its long-term success. These objects embrace the principle of creating better places for everyone to prosper.</p>	
<p>Does this proposal contribute to the Council's <a href="#">Equality Outcomes 2021-25</a>?</p>		<p>Yes - please explain</p>	<p>The Council's Equality Outcomes 2021-25 require barrier-free communication and involvement will all people of Aberdeen. Specific relevance to the creation of the Masterplan is the proposal and advocacy of inclusive project design and delivery.</p> <p>In response to Outcomes:</p> <ul style="list-style-type: none"> <li>• <b>EO 1 - All people with protected characteristics will access information, goods and services knowing that social and physical barriers are identified and removed, with a focus on Age, Gender reassignment and Disability.</b></li> <li>- projects seek to reduce social and physical barriers by creating a George Street area that is attractive for all people, with opportunity for anyone to be involved from design creation to delivery and maintenance thereafter. - creating a positive 'sense of place' fosters local ownership and pride.</li> <li>• <b>EO 2- Diverse communities in Aberdeen will have an increased sense of safety and belonging within</b></li> </ul>	

		<p><b><i>their neighbourhood and City, with a focus on Race (including Gypsy/Travellers), Religion and Sexual Orientation.</i></b></p> <ul style="list-style-type: none"> <li>- Diverse communities will access George Street with a feeling of safety and belonging in a well-managed and attractive environment. CCTV has already been augmented in the area, a place specific lighting strategy would increase feelings of greater safety and belonging, and with opportunity for communities events and celebration throughout the year.</li> <li>• <b><i>EO 3 - Representation in civic participation of people with protected characteristics will be improved by ensuring our leaders, staff, and organisation champion the equality agenda in the city, with a focus on Disability, Race and Sex.</i></b></li> <li>- The engagement and consultation programme undertaken invited any interested party to be involved, targeting key stakeholders representing communities and people with protected characteristics, as well as children and young people.</li> <li>- This open process should enable feelings of being involved and in greater civic participation, with reduced barriers to access, through the requirement for stakeholder engagement, well communicated projects to increase awareness and opportunities to be involved individually or collectively, and the offer to take ownership of those proposed projects.</li> </ul> <p>The Administration Co-Leaders, the Chief Executive, Directors of Aberdeen City Council and Administration Leaders champion our agenda of accessibility in all project development and delivery.</p>	
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Will a full assessment be required?	Yes	A full assessment has been undertaken to ensure that all aspects arising are inclusive and considered in detail.	
Assessment completed by: Name and job title	Nigel McDowell  Senior Planner - Urban Design Masterplanning, Design & Conservation Team		
Date:	26/09/23		
Signed and approved by Chief Officer (Name and signature)	David Dunne  Chief Officer - Strategic Place Planning		

If you have any queries or require this form in an alternative format, please contact [equality\\_and\\_diversity@aberdeencity.gov.uk](mailto:equality_and_diversity@aberdeencity.gov.uk)

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.



## Integrated Impact Assessment

### Stage 2

This stage should be completed following Stage 1 of the Integrated Impact Assessment where required.

In this stage, focus is on assessments that have a high or medium negative impact and the proposed mitigations. Please tick which areas it might affect and provide a summary of your mitigating actions for the negative impacts identified. You do not need to give a mitigation for each article.

### Human Rights

Does the proposal have an impact on [Human Rights](#)? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps proposed.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Article 6</b> Right to a fair and public hearing	Positive Impact	The report to Council on the Masterplan has either a positive or a neutral impact on the Human Rights articulated.  The democratic process of Council seeks to address inclusion from any interested party on the report by early involvement in project creation and development and to then publish in advance all Reports and associated appendices to enable verbal or written deputation, to provide the opportunity to discuss matters with their elected members if it is considered that the stakeholder engagement and/or recommendations fell short of that required to enable Council to make transparent and informed decisions.  Appendix 1 records the extent of engagement that has taken place in the production of the Masterplan.
<b>Article 7</b> No punishment without law	No impact	
<b>Article 8</b> Right to respect for private and family life, home, and correspondence	No impact	
<b>Article 9</b> Freedom of thought, conscience, and religion	No impact	
<b>Article 10</b> Freedom of expression	Positive Impact	
<b>Article 11</b> Freedom of assembly and association	Positive Impact	
<b>Article 12</b> Right to marry and to find a family	No impact	
<b>Article 14</b>	Positive Impact	

Right not to be subject to discrimination		
<b>Article 1 of Protocol 1</b> Protection of property	Positive Impact	
<b>Article 2 of Protocol 1</b> Right to education	Positive Impact	
<b>Article 3 of Protocol 1</b> Right to free elections	No impact	

### Children and Young People’s Rights

The United Nations Convention has 54 articles that cover all aspects of a child’s life and set out the civil, political, economic, social, and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children’s rights apply to every child/young person under the age of 18 and to adults still eligible to receive a “children’s service” (e.g., care leavers aged 18 - 25 years old).

Identify all Articles of the United Nations Convention on the Rights of the Child ([UNCRC](#)) and [Optional Protocols](#) which are relevant to your proposal and record the relevant impact and describe the mitigating steps.

Please tick which areas it might affect and provide a summary of your mitigating actions. You do not need to give a mitigating step for each article.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Article 1</b> definition of the child	No impact	The following statements are not mitigations but identification of the needs and opportunities the specific projects have, and their likely impact to the identified Articles regarding Children and Young People:  The Masterplan projects seek to bring forward initiatives that would make more attractive places to be, where natural surveillance through increased activity should take place, where greater stimulus
<b>Article 2</b> non-discrimination	Positive Impact - the opinions of young people regarding their environment were sought and incorporated.	
<b>Article 3</b> best interests of the child	Positive Impact - the opinions of young people regarding their environment	

	were sought and incorporated.	<p>and appreciation of our built heritage can be seen and enjoyed as part of our engendered local pride and sense of positive place identity.</p> <p>The inclusive design ethos is established at the outset of the Masterplan which goes beyond simply providing 'accessibility'.</p> <p>Within the streetscapes that can accommodate accessible blue badge spaces this should mean that increased accessibility to the services and amenities for all is achieved and therefore adding immeasurably to quality-of-life experiences for children and young people who rely on specific transportation to meet their needs.</p> <p>It is expected that the future IIA reporting outcomes can elaborate on these positive outcomes with finalised plans following the process of stakeholder engagement and evaluation.</p> <p>For Articles 6/8/13/14 &amp;18 - The opinions of young people regarding their environment were sought and incorporated. The projects reported on are at the heart of place identity and sense of belonging which is an environmental consideration of individual and city identity.</p>
<b>Article 4</b> implementation of the convention	Consideration of the IIA is implementation of the convention	
<b>Article 5</b> parental guidance and a child's evolving capacities	No impact	
<b>Article 6</b> life, survival, and development	Positive Impact	
<b>Article 7</b> birth registration, name, nationality, care	No impact	
<b>Article 8</b> protection and preservation of identity	Positive Impact	
<b>Article 9</b> separation from parents	No impact	
<b>Article 10</b> family reunification	No impact	
<b>Article 11</b> abduction and non-return of children	No impact	
<b>Article 12</b> respect for the views of the child	Positive Impact	
<b>Article 13</b> freedom of expression	Positive Impact	
<b>Article 14</b> freedom of thought, belief, and religion	No Impact	
<b>Article 15</b> freedom of association	Positive Impact	
<b>Article 16</b> right to privacy	No impact	

<b>Article 17</b> access to information from the media	No impact	
<b>Article 18</b> parental responsibilities and state assistance	No impact	
<b>Article 19</b> protection from violence, abuse, and neglect	No impact	
<b>Article 20</b> children unable to live with their family	No impact	
<b>Article 21</b> adoption	No impact	
<b>Article 22</b> refugee children	No impact	
<b>Article 23</b> children with a disability	Positive Impact	The Masterplan seeks to create a safer, more inclusive and equitable environment for all people to be in and use.
<b>Article 24</b> health and health services	Positive impact	The projects focus on delivering a stronger 'sense of place' as an environment that is clearly accessible and with places where people to want to be in. Being in positive environments is crucial to our health and well-being and supports health service delivery.
<b>Article 25</b> review of treatment in care	No impact	
<b>Article 26</b> social security	No impact	
<b>Article 27</b> adequate standard of living	Positive Impact	The opinions of young people regarding their environment were sought and incorporated. Places where everyone wants to be in, and that create an efficient distinctive environment reflects directly on our living standard.
<b>Article 28</b> right to education	Positive Impact	
<b>Article 29</b> goals of education	Positive Impact - per article 28.	The engagement with Children and young people directly supports their curriculum and broadens their sense of place and expectation for the George Street area, as
<b>Article 30</b>	Positive Impact	



children from minority or indigenous groups		well as hopefully contributing to their personal development and expectations for the city.
<b>Article 31</b> leisure, play and culture	Positive impact	<p>The invitation to be involved in the Masterplan was simply directed to the centres of education operating within and around the project area with anyone interested being welcomed and involved.</p> <p>The projects proposed aim to create safer, easy to use places that give better access to leisure and play and should support more options for cultural activity and 'sense of place.'</p>
<b>Article 32</b> child labour	No impact	
<b>Article 33</b> drug abuse	No impact	
<b>Article 34</b> sexual exploitation	No impact	
<b>Article 35</b> abduction, sale, and trafficking	No impact	
<b>Article 36</b> other forms of exploitation	No impact	
<b>Article 37</b> inhumane treatment and detention	No impact	
<b>Article 38</b> war and armed conflicts	No impact	
<b>Article 39</b> recovery from trauma and reintegration	No impact	
<b>Article 40</b> juvenile justice	No impact	
<b>Article 41</b> respect for higher national standards	Positive Impact	Inclusive involvement and design is the foundation of the Masterplan.
<b>Article 42</b> knowledge of rights	Positive Impact	Invitation to be involved, to consider the attributes of the area and to make recommendation for change expands knowledge and rights beyond the classroom to shape the place and environment of tomorrow by the very people who will use it.

<b>Optional</b> Protocol on a Communications Procedure	Positive Impact	Appendix 1 details the inclusive and targeted engagement and consultation programme undertaken and the comms to support the programme.	
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## Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. Identify the [protected characteristics](#) that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Age</b> A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18 to 30year olds).	Positive Impact	<p>The following statement is made in recognition of the impacts that the projects will have in delivery after stakeholder involvement and the iterative processes of engagement and consultation. The processes sought should bring forward proposals that provide the 'best value' solution within their specific areas of a city centre under the remit of 'designing for everyone.' - <b>inclusive design</b></p> <p>The overall projects ethos is one of creating better places - better by being more accessible, more attractive to be in and use and to re-establish or create destinations through good design.</p> <p>The improved environments of the city centre should encourage greater use, at different times of the day and year for different uses. Creating the right environments for people to feel safe in, and be comfortable using, them supports the inclusive needs of our society within well managed places.</p> <p>The success of the city centre depends on its ability to provide a greater, well</p>
<b>Disability</b> people with disabilities / long standing conditions	Positive Impact	
<b>Race (including Gypsy / Travellers)</b> people from minority ethnic communities and different racial backgrounds	Neutral Impact	
<b>Religion or belief</b> people with different religion and belief to include those with no beliefs	Neutral Impact	
<b>Sex - Gender identity</b>	Neutral Impact	

men or women, boys, and girls		managed, intensity of uses and therefore greater opportunities to attract people of all ages, backgrounds, and beliefs.
<b>Pregnancy and maternity</b> women who are pregnant and / or on maternity leave	Neutral Impact	
<b>Sexual orientation</b> lesbian, gay, bisexual, heterosexual / straight	Neutral impact	
<b>Gender reassignment</b> anybody whose gender identity / expression is different to the sex assigned to them at birth	Neutral impact	
<b>Marriage and civil partnership</b> people who are married or in a civil partnership	Neutral impact	

### Socio-Economic Inequalities

Not every person / family has access to regular income or savings. You should therefore consider the impact of your proposal on people who might be unemployed, single parents, people with lower education or literacy, looked after children, those with protected characteristics are just some examples.

Identify the group that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Low income / income poverty</b> - those who cannot afford regular bills, food, clothing payments.	Neutral impact	
<b>Low and/or no wealth</b> - those who can meet basic living costs but have no savings for	Neutral impact	

unexpected spend or provision for the future		
<b>Material deprivation</b> - those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies	Neutral impact	
<b>Area deprivation</b> - consider where people live and where they work (accessibility and cost of transport)	Neutral impact	<p>Whilst the city centre does not record within the Scottish Indices of Multiple Deprivation adjacent and wider communities within Aberdeen do.</p> <p>The city centre, and George Street, is the location of the primary commercial and leisure activities as well as home to the City Council and a wide range of goods and services therefore improved accessibility and a strengthened sense of place as somewhere people want to be is crucial.</p>
<b>Socio-economic background</b> - social class, parents' education, employment, income.	Neutral impact	

### Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	Yes	
Describe the consultation processes/methods undertaken and the number of participants/respondents	<p>The record of engagement/consultation and monitoring is provided in Appendix 1.</p> <p>The city centre sub-group of the Disability Equity Partnership (DEP) (3 members) meet with ACC (Aberdeen City Council)</p>	

	<p>Officers regularly, if not weekly, to update on project detail and awareness and to co-ordinate formal responses to draft plans. DEP are one of a wide range of key consultee stakeholders to be consulted on draft plans for delivery to be informed and provide their own position on relevant projects.</p> <p>In seeking the opinions of any interested party on the content of the Masterplan no detail was sought on their circumstances or group affiliation, because all constructive input was welcomed.</p>
<p>Summarise the changes or improvements that have been made to the policy because of the consultation.</p>	<p>The process of Masterplan creation is one of inclusive engagement and fact sharing to enable interested parties to consider for themselves the likely impacts, positive, negative, or neutral and either make recommendation for change, support or reject the proposal. It will then be for Council to decide on what is approved based upon the engagement and evaluation presented.</p> <p>In terms of the Masterplan the changes are:</p> <ul style="list-style-type: none"> <li>• More structured content</li> <li>• An emphasis on 'Place'</li> <li>• Identification of all street sections</li> <li>• Identification of 6 transformational projects</li> <li>• A call for more partnership working.</li> </ul>
<p>Set out what suggested changes or improvements that have not been made and why</p>	<p>Implementation of the Masterplan will be by Council and its relevant Committees.</p>
<p>What impact(s) has the consultation had upon your proposal?</p>	<p>See above for the revisions to the Draft Masterplan.</p> <p>On the wider City Centre and Beach Masterplans engagement so far has increased channels of communication between DEP and Snr Council Officials, and it is likely that with the accessibility of the on-line surveys and communications wider groups engagement have added</p>

	<p>value to the processes of project approval.</p> <p>With Council approval, all projects being drafted should be subject to a programme of engagement and consultation and the findings, and any revisions sought, reported to Council for determination.</p>
How will this policy be monitored	In progress updates at Council through 2024 and until project completion and then post project evaluation.
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	N/A - no negative impacts were identified that would require the Masterplan not to be brought forward in principle.

### Authorisation and sign off: for Stage 2:

<b>Title of Policy / proposal:</b>	Finalised Draft George Street Masterplan Ref: COM/23/304	
<b>Directorate and Cluster:</b>	<b>Strategic Place Planning</b>	
<b>Policy and assessment author (s)</b>	Name: Nigel McDowell Job title: Snr Planner - Urban Design Date: 26/09/2023	Name: Baldeep McGarry Job title: Date: 26/09/2023
<b>Authorised and approved by Director or Chief Officer</b>	Name: David Dunne Job title: Chief Officer Strategic Place Planning Date: 26/09/23	Name: Job title: Date:

Following completion and approval, please email your completed assessment to:  
[equality\\_and\\_diveristy@aberdeencity.gov.uk](mailto:equality_and_diveristy@aberdeencity.gov.uk)