



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.

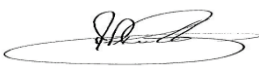
Title* Name your business case, policy, strategy or proposal (including budget proposals)	Feasibility of changing the current pay and display policy (following Notice of Motion by Councillor Malik)							
	Notice of Motion can be viewed at Item 6 of the minutes at the following link http://councilcommittees/ieListDocuments.aspx?CId=685&MId=8506&Ver=4							
Report no or Budget proposal number:	RES/23/328							
Committee name and date :	Net Zero, Environment and Transport 31 October 2023							
Is this a new or existing policy/ proposal?	Update on an existing policy however this is not a document but rather a series of Committee agreements							
Brief description of policy / proposal (including intended outcomes and purposes)	This report reviews the existing parking policy with regards to free parking on Sundays and recommends that Sunday charges are implemented to match those of other days of the week in city centre areas. This will result in parking charges between 8am and 8pm where they are currently between 1pm and 5pm.							
Do you consider this proposal to have any impact on the:								
a. Human Rights of people?	Yes	No x	Unsure					
b. Rights of Children and Young people?	Yes	No x	Unsure					
What is your assessment of the impact on groups with: a. Protected characteristics b. Children and young people c. Other As part of your assessment here, consider the impact of your policy on people and how they will be able to access goods, services and	H	High negative impact	H	M	L	N	P	U
	M	Medium negative impact						
	L	Low negative impact						
	N	No impact						
	P	Positive impact						
	U	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		

information with no barriers.						
Socio-Economic Inequalities Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?	Yes Not a high adverse as access to the city's car parks are generally out with the LEZ but yes, charges would add to the cost.	No	Unsure			
What considerations did you have when making the above selections?						
Internal or existing data Please detail your sources	The proposal may introduce further parking costs to those travelling into the city centre on a Sunday which may include those working in retail or hospitality and those attending religious services or Sunday school. No cost kerbside parking remains in areas, further outside the city centre and active travel and public transport options remain unaffected. Some data is provided within the report.					
Consultations with officers or partner organisations Please list your sources						
Other: Please list your sources						
Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?	Yes - please explain	No x	Unsure			
Does this proposal contribute to the Council's Equality Outcomes 2021-25 ?	Yes - please explain	No	Unsure			
Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).						

Please provide a brief high-level summary that your policy will bring about:
Use this space to highlight what your proposal intends to achieve.

This report reviews the existing parking policy with regards to free parking on Sundays and recommends that Sunday charges are implemented to match those of other days of the week in city centre areas. This will result in parking charges between 8am and 8pm where they are currently between 1pm and 5pm.

There are some medium negative impacts identified, stage 2 will consider some of the mitigations that might be in place to try and reduce disadvantage.

Will a full assessment be required?	Yes	No	Unsure
Assessment completed by: Name and job title	Vycki Ritson - Team Leader		
Date:	29/9/23		
Signed and approved by Chief Officer (Name and signature)	 Mark Reilly		
Date:	24 October 2023		

If you have any queries or require this form in an alternative format, please contact 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.

	High / Medium Negative impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Article 6 Right to a fair and public hearing		Article 2 of Protocol 1 Right to education Some organisations may have language / culture / religion classes being held at weekends that are not part of the curriculum. More consultation will be required to understand how people use their religious spaces and how many attend in person or online or at alternative venues that have free parking on their premises.
Article 7 No punishment without law		
Article 8 Right to respect for private and family life, home and correspondence		
Article 9 Freedom of thought, conscience and religion		
Article 10 Freedom of expression		
Article 11 Freedom of assembly and association		
Article 12 Right to marry and to found a family		
Article 14 Right not to be subject to discrimination		

Article 1 of Protocol 1 Protection of property		
Article 2 of Protocol 1 Right to education	X	
Article 3 of Protocol 1 Right to free elections		

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.

	High / Medium Negative impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Article 1 definition of the child		
Article 2 non-discrimination		
Article 3 best interests of the child		
Article 4 implementation of the convention		
Article 5		

parental guidance and a child's evolving capacities		Children have access to free bus travel, if enrolled with the scheme, however if travelling in a family, bus travel may increase the cost of travel.
Article 6 life, survival and development		
Article 7 birth registration, name, nationality, care		
Article 8 protection and preservation of identity		
Article 9 separation from parents		
Article 10 family reunification		
Article 11 abduction and non-return of children		
Article 12 respect for the views of the child		
Article 13 freedom of expression		
Article 14 freedom of thought, belief and religion	The car park charges may limit access to churches on a Sunday morning due to higher travel costs. Medium impact	
Article 15 freedom of association		
Article 16 right to privacy		
Article 17 access to information from the media		

Article 18 parental responsibilities and state assistance		
Article 19 protection from violence, abuse and neglect		
Article 20 children unable to live with their family		
Article 21 adoption		
Article 22 refugee children		
Article 23 children with a disability		
Article 24 health and health services		
Article 25 review of treatment in care		
Article 26 social security		
Article 27 adequate standard of living		
Article 28 right to education		
Article 29 goals of education		
Article 30 children from minority or indigenous groups		
Article 31 leisure, play and culture		

Article 32 child labour			
Article 33 drug abuse			
Article 34 sexual exploitation			
Article 35 abduction, sale and trafficking			
Article 36 other forms of exploitation			
Article 37 inhumane treatment and detention			
Article 38 war and armed conflicts			
Article 39 recovery from trauma and reintegration			
Article 40 juvenile justice			
Article 41 respect for higher national standards			
Article 42 knowledge of rights			
Optional Protocol on a Communications Procedure			

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.

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	High / Medium Negative impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Age A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18 to 30year olds).	Older people can often be prevalent in the congregation of a church. Younger people may also visit for services or Sunday School. Medium impact	<p>People over 60, under 22 or with disability can apply for free bus travel. Those with a blue badge can continue to park for free within car parks and controlled parking zones. Those who can only travel by car, would be required to pay parking charges or could park out with the CPZ in the peripheral areas free of charge.</p> <p>Whilst the proposed change of policy will mean that some attendees at church services will have to pay for parking, it is noted that those with a blue badge can park for free at anytime and that many congregation members will be local to the church. Also, organisations are encouraged to produce Travel Plans which support their congregation to make sustainable travel choices e.g. public transport, car sharing or active travel. The current changes to the city centre traffic management and the future changes to the streetscape support the improvement of active and public transport opportunities for those accessing the city centre at any time, providing some mitigation to the parking policy changes.</p>
Disability people with disabilities / long standing conditions		
Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds		
Religion or belief people with different religion and belief to include those with no beliefs	The current parking policy allows for free parking on Sunday mornings when some religious establishments hold services, thereby allowing free parking for those attending services. This provision is not made on other days of worship .	
Sex - Gender identity men or women, boys and girls		
Pregnancy and maternity		

women who are pregnant and / or on maternity leave		
Sexual orientation lesbian, gay, bisexual, heterosexual / straight		
Gender reassignment anybody whose gender identity / expression is different to the sex assigned to them at birth		
Marriage and civil partnership people who are married or in a civil partnership		

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.

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

<p>Material deprivation - those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies</p>		
<p>Area deprivation - consider where people live and where they work (accessibility and cost of transport)</p>	<p>Medium</p>	<p>This may impact people travelling into work on a Sunday morning/ evening, where public transport is not an option (e.g. time or point of origin). Options exist to park on the periphery of the city centre where no charges are in place on a Sunday throughout the day/ evening with the remainder of the journey on foot/ bike.</p>
<p>Socio-economic background - social class, parents' education, employment, income.</p>		

Consultation and monitoring

<p>Have you undertaken any of form of consultation with any of the affected groups?</p>	<p>Yes</p>	<p>No x</p>
<p>Describe the consultation processes/methods undertaken and the number of participants/respondents</p>		
<p>Summarise the changes or improvements that have been made to the policy because of the consultation.</p>		
<p>Set out what suggested changes or improvements that have not been made and why</p>		
<p>What impact(s) has the consultation had upon your proposal?</p>		
<p>How will this policy be monitored</p>	<p>The success of this policy is challenging to quantify. The Local Transport Strategy seeks to reduce vehicle numbers on the road network and any additions to parking restrictions can support this. Improvements to public transport and active travel network maintain the</p>	

	<p>accessibility of the city centre for all purposes.</p> <p>Success could be seen as income from a Council asset, increase of public transport use or a reduction in traffic on the network however with the extent of changes on the network as a whole, this would be impossible to credit to this policy only.</p>
<p>Use this section to justify why your proposal should go ahead despite the negative impacts identified.</p>	<p>The changes to parking charges seek to address the change to parking requirements that now exist due to modern retail and hospitality offerings. Shops and restaurants now open on a Sunday morning to meet a demand from shoppers and visitors. The parking management arrangements proposed seek to maximise the benefit of on-street and off-street parking places, with priority to residents, blue badge holders and providing turnover of spaces for local businesses. This also provides an additional income from Council assets. This change will have a potential impact on older and younger visitors to the city centre, and those on low incomes who work in or visit the city centre at times when parking isn't charged. Options remain for people to use public transport, active travel or to park out with the city centre area.</p>

Authorisation and sign off: for Stage 2:

Title of Policy / proposal:	Feasibility of changing the current pay and display policy (Notice of Motion by Councillor Malik)	
Directorate and Cluster:	Resources - Operations and Protective Services	
Policy and assessment author (s)	Name: Vycki Ritson Job title: Team Leader Date: 19/10/23	Name: Job title: Date:
Authorised and approved by Director or Chief Officer	Name: Steve Whyte Job title: Director Date: 19/10/23	Name: Job title: Date:

Following completion and approval, please email your completed assessment to:
equality_and_diversity@aberdeencity.gov.uk