



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.

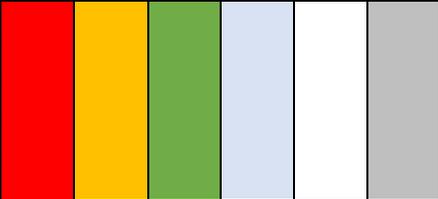
This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services - essentially 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>Aberdeen Hydrogen Hub - Joint Venture Partnership Phase 1 Business Case Approval</p>		
<p>Report no or Budget proposal number:</p>	<p>COM/23/342</p>		
<p>Committee name and date :</p>	<p>Urgent Business Committee - 30 October 2023</p>		
<p>Is this a new or existing policy/ proposal?</p>	<p>Existing</p>		
<p>Brief description of policy / proposal (including intended outcomes and purposes)</p>	<p>Aberdeen City Council has a vision to develop Aberdeen into a climate positive city at the heart of the global energy transition.</p> <p>The Aberdeen Hydrogen Hub programme was established by the Council to contribute towards realising this future, building on the city's current hydrogen sector leadership.</p> <p>bp Aberdeen Hydrogen Energy Limited is an incorporated Joint Venture between Aberdeen City Council and bp. The company will establish a commercially investable, scalable hydrogen production and distribution facility, making best use of the region's renewable energy resources.</p> <p>The project delivers an innovative collaboration between a Scottish local authority and a private sector energy company to deliver a solar powered green hydrogen production and transport refuelling facility.</p> <p>Phase 1 of the project is targeting first production from 2025 delivering over 800kg of green hydrogen per day and future phases could see production scaled up through further investment to supply larger volumes of green hydrogen for rail, freight and marine, as well as supply of hydrogen for heat and potentially export.</p> <p>The project seeks to deliver a comprehensive programme of economic benefits to Aberdeen and the North-East of Scotland including education, skills, supply chain development, community engagement and fair work.</p>		
<p>Do you consider this proposal to have any impact on the:</p>			
<p>a. Human Rights of people?</p>	<p>Yes</p>	<p>No</p>	<p>Unsure</p>
<p>b. Rights of Children and Young people?</p>	<p>Yes</p>	<p>No</p>	<p>Unsure</p>
		<p>H High negative impact</p>	<p>H M L N P U</p>

<p>What is your assessment of the impact on groups with:</p> <p>a. Protected characteristics</p> <p>b. Children and young people</p> <p>c. Other</p> <p>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 information with no barriers.</p>	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							
<p>Socio-Economic Inequalities</p> <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>Yes</p> <p>There is potentially a high (positive) socio-economic impact in terms of employability & skills and educational outcomes derived from the community benefit activity associated with this project.</p> <p>Community benefit outcomes are totally inclusive/accessible and designed to address local and national priorities to reduce inequality in key areas.</p> <p>The project will have no known adverse socio-economic impacts on individuals holding protected characteristics.</p>	No	Unsure				
<p>What considerations did you have when making the above selections?</p>							
<p>Internal or existing data</p> <p>Please detail your sources</p>	<p>All organisations working directly or indirectly within the context of the Joint Venture Partnership are aware of their legal obligations as organisations/employers and have accepted Aberdeen City Council's leadership role in promoting equality, preventing discrimination and protecting the human rights of their employees,</p>						

	<p>customers, service users and everyone affected by their policies and plans.</p> <p>Recognising the investment and commitments from stakeholders that the project will deliver, the positive impacts in terms of protected characteristics have been considered and addressed by taking into account views and input from external legal and financial advisors, the local 3rd sector interface and local employability partners.</p> <p>The JVCo has adopted an industry standard approach in design for layout and access of the site, following local, national and regional policies to ensure equality and accessibility, amongst other things, are considered.</p> <p>In the next phase the JVCo will be completing a human factors study, which helps inform and identify any occupational needs for site users and looks to implement them.</p> <p>At present, the base design has no welfare facilities at this point, and the detailed design for those elements involving human interaction (e.g., dispensing, signage, lighting) follows after a final investment decision is taken on the project. The work so far relates to lay out selection of industry standard refuelling equipment (e.g., including dispensers), and accessibility for a number of vehicle types (e.g., trucks, buses, vans, cars).</p>		
<p>Consultations with officers or partner organisations</p> <p>Please list your sources</p>	<p>External legal and financial advisors, cross-service (e.g. Economic Development, Commercial and Procurement Shared Service), 3rd Sector Interface, and local employability partners.</p>		
<p>Other:</p> <p>Please list your sources</p>			
<p>Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?</p>	<p>Yes</p> <p>The project stems from procurement activity. Paragraph 4 of Part 2, Section 9 of The Procurement Reform (Scotland) Act 2014 specifically refers to "reducing inequality in the area".</p> <p>Equalities is a standalone community benefit theme that can positively impact on other benefit types e.g.</p>	<p>No</p>	<p>Unsure</p>

	<p>potential to focus on opportunities for underrepresented groups in the community or educational priority groups (younger, older or disabled persons, women returning to work, long term unemployed etc.).</p> <p>Specific measures have been taken to promote employment opportunities for disabled persons (including involving supported businesses in the supply chain).</p> <p>Fair Work Practices/Real Living Wage/equal pay/gender representation/gender pay gaps and opportunities for disabled persons are extremely meaningful ways a Council can help to alleviate various forms of poverty, unfairness and disadvantage.</p> <p>Fair Work provides assurances around no discrimination in maternity or because of race, religion etc.</p> <p>Research indicates parents in good, secure employment with prospects positively impacts on child poverty/food poverty and other disadvantage. The project promotes opportunities for care experienced and disabled persons wherever possible.</p>		
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	<p>Real Living Wage is promoted to the extent permitted by law and will be promoted to any partner/agency associated with the project.</p> <p>The JVCo has adopted an industry standard approach in design for layout and access of the site, following local, national and regional policies to ensure equality and accessibility, amongst other things, are considered.</p> <p>In the next phase the JVCo will be completing a human factors study, which helps inform and identify any occupational needs for site users and look to implement them.</p> <p>At present, the base design has no welfare facilities at this point, and the detailed design for those elements involving human interaction (e.g., dispensing, signage, lighting) follows after a final investment decision is taken on the project. The work so far relates to lay out selection of industry standard refuelling equipment (e.g., including dispensers), and accessibility for a number of vehicle types (e.g., trucks, buses, vans, cars).</p>		
<p>Does this proposal contribute to the Council's Equality Outcomes 2021-25?</p>	<p>Yes -</p>	<p>No</p>	<p>Unsure</p>

	<p>This Project will contribute to the Council’s Equality Outcomes as follows:</p> <p>EO 1 - Ensuring that all people with protected characteristics shall access information and services knowing that social and physical barriers are identified and removed</p> <p>The community benefits to be delivered include inclusive access to training/employment/skills opportunities....proactive work in schools with a focus on gender and disabilities.</p> <p>The JVCo has adopted an industry standard approach in design for layout and access of the site, following local, national and regional policies to ensure equality and accessibility, amongst other things, are considered.</p> <p>In the next phase the JVCo will be completing a human factors study, which helps inform and identify any occupational needs for site users and look to implement them.</p> <p>At present, the base design has no welfare facilities at this point, and the detailed design for those elements involving human interaction (e.g., dispensing, signage, lighting) follows after a final investment decision</p>		
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	<p>is taken on the project. The work so far relates to lay out selection of industry standard refuelling equipment (e.g., including dispensers), and accessibility for a number of vehicle types (e.g., trucks, buses, vans, cars).</p> <p>EO 2 - Ensuring diverse communities in Aberdeen have an increased sense of belonging within their neighbourhood and City.</p> <p>Employment/skills and other community orientated community benefits can increase community wellbeing and cohesion.</p> <p>EO 3 - Ensuring that our leaders, staff and organisation champion the equality agenda in the City, to improve the civic participation of people with protected characteristics.</p> <p>This will include promoting real Living Wage payment / accreditation and Disability Confident Scheme to all partners and agencies.</p>		
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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:

The project will have no known adverse socio-economic impacts on individuals holding protected characteristics. Underpinned by legislation and strong governance, equalities and socio-economic impacts in this area are considered to be universally positive, equitably applied and do not create

adverse impacts requiring mitigation. Potential job creation, skills development, increased wages, increases in household income, alleviation of child, food and fuel poverty, gender/pay equality, access to high quality training and security of employment are just some of the outcomes anticipated to contribute positively to the equalities agenda and local economic development.

Will a full assessment be required?	Yes	No	Unsure
Assessment completed by: Name and job title	Barry Davidson Commercial Manager		
Date:	17 October 2023		
Signed and approved by Chief Officer (Name and signature)	Craig Innes Chief Officer - Commercial & Procurement		
Date:	26 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 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		
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		
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		
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.

	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).		
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		
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		
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		
Area deprivation - consider where people live and where they work (accessibility and cost of transport)		
Socio-economic background - social class, parents' education, employment, income.		

Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	Yes	No
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Describe the consultation processes/methods undertaken and the number of participants/respondents	
Summarise the changes or improvements that have been made to the policy because of the consultation.	
Set out what suggested changes or improvements that have not been made and why	
What impact(s) has the consultation had upon your proposal?	
How will this policy be monitored	
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	

Authorisation and sign off: for Stage 2:

Title of Policy / proposal:		
Directorate and Cluster:		
Policy and assessment author (s)	Name: Job title: Date:	Name: Job title: Date:
Authorised and approved by Director or Chief Officer	Name: Job title: Date:	Name: Job title: Date:

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