



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.

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| <p>Title*</p> <p>Name your business case, policy, strategy or proposal (including budget proposals)</p> | <p>Draft Aberdeen Local Transport Strategy (2023-2030) public and stakeholder consultation</p> | | |
| <p>Report no or Budget proposal number:</p> | <p>COM/23/235</p> | | |
| <p>Committee name and date :</p> | <p>Net Zero, Environment and Transport Committee, 29/08/2023</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>The draft Local Transport Strategy, its appendices and supporting documents were taken to committee to ask for the following permissions that the Committee -</p> <p>(a) approve the draft Aberdeen Local Transport Strategy (2023-2030), including its appendices and supporting documents, and instruct the Chief Officer - Strategic Place Planning to publish them, subject to any minor drafting changes, for an eight week period of public consultation (Appendices 1-8); and</p> <p>(b) following the consultation, instruct the Chief Officer - Strategic Place Planning, to report a final Aberdeen Local Transport Strategy (2023-2030) and its appendices and supporting documents back to this Committee in Spring 2024.</p> <p>The committee resolved to adopt the motion.</p> <p>An Integrated Impact Assessment for the draft Local Transport Strategy itself formed part of the supporting documents that were taken to committee. It can be found here https://www.aberdeencity.gov.uk/services/people-and-communities/equality-and-diversity/equality-and-human-rights-impact-assessments/search-integrated-impact-assessments</p> <p>This IIA has been undertaken especially for the consultation itself to ensure that the consultation has been properly assessed and has considered its audience.</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 Supports article 12 and article 3</p> | <p>No</p> | <p>Unsure</p> |

| | "Best Interests of the child" | | | | | | | | |
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| <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> | 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 (Staff Group) | | | | | | | X | | |
| <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> | Yes | No | Unsure | | | | | | |
| What considerations did you have when making the above selections? | | | | | | | | | |
| <p>Internal or existing data</p> <p>Please detail your sources</p> | <p>We know that 88% of all adults in the UK had a smartphone. 98% of all adults aged 16-24 in the UK have a smartphone (https://www2.deloitte.com/uk/en/pages/technology-media-and-telecommunications/articles/the-market.html) . Among the older age groups, 86% of those aged 55-64 owned a smartphone device compared to 80% aged 65 and above. (https://www.uswitch.com/mobiles/studies/mobile-statistics/)</p> <p>This gives people access to a huge range of information and opportunities online. Therefore, the decision was taken to make the consultation online. However, for those who are not able to access opportunities, the decision was taken to offer hard copies of the documents and questionnaires in libraries and in the Council's main offices at Marischal College in Aberdeen.</p> <p>The fact that there is a staff intranet, that most have access to, also gives Council staff a good opportunity to access consultation material</p> | | | | | | | | |

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| | so the consultation will be promoted online while they can also benefit from the hard copies in Marischal College. |
| <p>Consultations with officers or partner organisations</p> <p>Please list your sources</p> | <p>The full list of consultees can be found below</p> <p>Internal</p> <p>Chief Officer - Strategic Place Planning</p> <p>Policy and Strategy Manager - Strategic Place Planning</p> <p>Team Leader - Transport Strategy and Programmes</p> <p>Senior Engineers and Senior Project Officer - Transport Strategy and Programmes</p> <p>Traffic Engineering Manager (Operations and Enforcement)</p> <p>Roads Operations Manager</p> <p>Road Safety and Traffic Management</p> <p>ITS and Lighting</p> <p>Structures Projects</p> <p>Roads Projects</p> <p>Roadworks Co-ordination</p> <p>Team Leader - Public Transport Unit</p> <p>City Wardens</p> <p>Environmental Health (Air Quality)</p> <p>Environmental Health (Noise)</p> <p>Aberdeen City Centre Masterplan</p> <p>External Communications</p> <p>Local Development Plan</p> <p>Environmental Policy</p> <p>Development Management</p> <p>Masterplanning, Design and Conservation</p> <p>Housing Strategy</p> <p>Digital Infrastructure Lead</p> <p>City Growth (External Partnerships)</p> <p>City Growth (Hydrogen Projects)</p> <p>City Growth Economic Advisor</p> <p>City Growth (Events)</p> <p>Environmental Manager</p> <p>Education Quality Improvement Manager</p> <p>Outdoor Learning and Wider Achievement Manager</p> <p>Public Health Co-ordinator</p> <p>Communities and Housing Area Manager</p> <p>Corporate Landlord</p> <p>Licencing</p> <p>Equalities</p> <p>Community Planning</p> <p>Fleet</p> <p>Strategic Infrastructure Plan</p> <p>Finance</p> <p>Young People</p> <p>External</p> <p>Nestrans</p> <p>Head of Transport, Aberdeenshire Council</p> |

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| | <p> Strategy Manager, Environment and Sustainability, Aberdeenshire Council Transportation Strategy Team, Aberdeenshire Council Public Transport Unit, Aberdeenshire Council Local Development Plan, Aberdeenshire Council Public Health Directorate, NHS Grampian Property and Asset Development, NHS Grampian Health and Transport Action Plan Team Strategic Development Planning Authority University of Aberdeen Centre for Transport Research, University of Aberdeen Aberdeen University Students Association Robert Gordon University Student President, RGU North East Scotland College Home Energy Scotland Police Fire Ambulance Transport Scotland Aberdeen Friends of the Earth SEPA Aberdeen Climate Action Historic Scotland Aberdeen City Heritage Trust Scottish Natural Heritage Noise Abatement Society Logistics UK (Formerly Freight Transport Association) Road Haulage Association First Bus Stagecoach Bluebird Aberdeen Harbour Northlink Ferries Aberdeen Airport Airport consultative committee Bristow Helicopters National Federation of Bus Users Freightliner Intermodal Electric Vehicle Association Scotland Scottish Hydrogen and Fuel Cell Association Bon Accord Access Panel Aberdeen Cycle Forum Grampian Cycle Tourists Club Grampian Cycle Partnership CoMo Sharebike Co-wheels car club IAM Roadsmart Aberdeen Advanced Motorists </p> |
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RAC Foundation
Sustrans
Community Transport Association
Confederation of passenger transport UK - Scotland
Passenger focus - Now Transport Focus
Aberdeen Airport Drivers
Aberdeen Rail Taxi Drivers Association
Aberdeen Taxi Group
Licensed Taxi Offices
Private Hire Trade (Taxi)
British Transport Police Scotland
Network Rail
Scotrail
LNER
British Motorcycle Federation
Motorcycle Action Group
Rail Freight Group
Transform Scotland
Mobility and Access Committee Scotland
Paths for All
Living Streets
Ramblers Association - Aberdeen
Aberdeen Outdoor Access Forum
NCP
Aberdeen Car Parks
Federation of Small Businesses
Aberdeen Inspired
Institute of Directors
Scottish Enterprise
Chamber of Commerce
Scottish Council for Development and Industry
CBI Scotland
West End Business Group
Opportunity North East
Energy Transition Zone
Visit Aberdeenshire
Visit Scotland Aberdeen City and Shire
BP
Union Square
Bon Accord Centre
Trinity Centre
Disability Equality Partnership - Chairperson
Disability Equality Partnership - Council Liaison
North East Sensory Services
Aberdeen Action on Disability
Grampian Racial Equality Council
Shopmobility
Aberdeen Multicultural Centre
Aberdeen Women's Alliance
Ethnic Minority Forum Aberdeen

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| | <p>Aberdeen Civic Society Aberdeen Civic Forum Aberdeen Council of Voluntary Organisations Aberdeen City Youth Council Grampian Senior Citizens Forum Aberdeen Dementia Resource Centre Poverty Alliance</p> <p>In addition presentations have been made to the Aberdeen Health and Social Care partnership and the Accessible Cities Transport User Partnership about the documents and the consultation .</p> <p>An officer who works with school children in the St Machar Academy and Harlaw Academy clusters is also going to do child friendly versions of the consultation with her children too.</p> | | |
| <p>Other: Please list your sources</p> | <p>Those with physical disabilities, that make it harder to move around, can access the consultation online. Those with disabilities that make it hard to read can access reader-friendly versions and those for whom computers are difficult can use hard copies.</p> <p>For people who are pregnant or on maternity leave, online access to the consultation will make it easier to access materials when being pregnant may impede their movement or caring for a child may make it difficult to visit places.</p> <p>For those of a different race, the ability to have translations could make it easier to access information.</p> <p>In terms of sexes, all sexes have equal opportunity through the consultation to easily feed in rather than, potentially a "1 physical copy per household" situation where not all views may be heard.</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 - By making the consultation materials available in a range of formats - online and hard copies - and with summary, easy to read and reader friendly versions, which also enable documents to be translated, people are able to access the material in a variety of ways. They also have 8 weeks to do it, which is a decent amount of time to allow most people an opportunity to engage.</p> | <p>No</p> | <p>Unsure</p> |

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| Does this proposal contribute to the Council's Equality Outcomes 2021-25 ? | Yes - Outcome 1 - People with protected characteristics will have access to information in a variety of ways which will support their participation. Their feedback will also be considered in turning the draft strategy into a final one. | No | Unsure |
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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:
Use this space to highlight what your proposal intends to achieve.

Following committee approval from the Net Zero, Environment and Transport Committee back in August 2023, the draft Aberdeen Local Transport Strategy (2023-2030), its appendices and supporting documents are all being taken out for public and stakeholder consultation for a period of 8 weeks. People have the opportunity to give feedback via a questionnaire. The feedback received will then be considered and used to inform the final version of the Aberdeen Local Transport Strategy (2023-2030) which will be reported to committee for adoption in 2024. As part of this, a report on how the consultation feedback has been used to inform the final strategy, will be included in the appendices of the final strategy so people can see how their feedback was used.

The consultation materials will be available online, in hard copies at libraries and in Marischal College (Aberdeen City Council HQ) so people can access them. The consultation will be promoted via the Council website, via social media, via press release and via press advert too. A list of over 200 stakeholders will also be contacted directly. For staff, the Aberdeen City Council Intranet will be used too.

As well as the main strategy and its supporting documents, "Easy to read", "At a glance" and reader friendly versions of the strategy will be available. In addition, school children in the Harlaw and St Machar Academy clusters will have the opportunity to feed in via a child friendly process.

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| Will a full assessment be required? | Yes | No | Unsure |
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| Assessment completed by: Name and job title | Alan Simpson |
| Date: | 17/11/2023 |
| Signed and approved by Chief Officer | David Dunne |

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| (Name and signature) | |
| Date: | 17/11/23 |

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 | | |

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| 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 | | |

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| 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 | | |

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| 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 | | |

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| 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 | | |

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| 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.

| | | |
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| | High / Medium Negative impact | Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1 |
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| 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 |
|--|-----|----|
| 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:

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| 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