



# 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)	Housing Revenue Account Budget 2024-25							
Report no or Budget proposal number:	RES/23/385							
Committee name and date :	Council 13 <sup>th</sup> December 2023							
Is this a new or existing policy/ proposal?	New rental increase for 2024-25							
Brief description of policy / proposal (including intended outcomes and purposes)	To approve the setting of the rent (also includes car parking, car ports, garages, meals for very sheltered housing, guest rooms and House Garden Scheme)							
Do you consider this proposal to have any impact on the:								
a. Human Rights of people?	Yes							
b. Rights of Children and Young people?		No		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 information with no barriers.	<b>H</b>	High negative impact	<b>H</b>	<b>M</b>	<b>L</b>	<b>N</b>	<b>P</b>	<b>U</b>
	<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		√					
	Disability		√					
	Gender Reassignment				√			
	Marriage and Civil partnership				√			
	Pregnancy and Maternity				√			
	Race				√			
	Religion or Belief				√			
Sex				√				
Sexual Orientation				√				
Children and young people				√				
Other								
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- It will have a potential adverse impact on income for a person or family.	No		Unsure				

What considerations did you have when making the above selections?			
Internal or existing data Please detail your sources	Internal - I World		
Consultations with officers or partner organisations Please list your sources	<p><b>Tenant Consultation</b></p> <p>A full consultation process for rent setting for 2024/25 was agreed in September 2023. This process involved providing tenants with a rent consultation, response questionnaire reply paid envelope and information on the option to complete online via Citizen space on the Council’s website. The consultation was carried out in September with a closing date of 28 October for responses. Detailed results of the consultation are shown below.</p> <p>Question -</p> <p>What would you prefer to increase rent by? 6.3% or 8.8%</p> <p>A rental increase of 6.3% would result in a reduced service that could impact on areas including grounds maintenance. For example, for a multi/flat/maisonette with 1 bedroom, this would be an increase from £80.33 to £85.92.</p> <p>A rental increase of 8.8% would maintain services as they are now, which includes the work that is done, such as building new homes, fitting new kitchens and bathrooms, and ongoing repairs and maintenance. For example, for a multi/flat/maisonette with 1 bedroom, this would be an increase from £80.33 to £87.94.</p> <p>In addition I also attended the Housing Performance and Budget Group on 30 October 23 to explain why an above inflation increase was required in order to financially sustain the HRA. This group best reflected the views of older and retired people who are impacted by the increase in HRA rent.</p>		
Other: Please list your sources	An article in Scottish Housing News highlighted that “around one in seven pensioners in Scotland are in poverty”. The article went on to say, Polling by Independent Age shows that almost half (45%) of over 65s living on a low income (£15,000 per year or less) in Scotland are cutting back on their food spending. Well over a third (42%) of the same group are concerned about covering their food bills for the next six months.		
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?	Yes - please explain	<b>No</b>	Unsure

Does this proposal contribute to the Council's <a href="#">Equality Outcomes 2021-25</a> ?	Yes - please explain	<b>No</b>	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.  
To increase rental income in order to financially sustain the HRA.

Will a full assessment be required?	<b>Yes</b>	No	Unsure
-------------------------------------	------------	----	--------

Assessment completed by: Name and job title	Helen Sherrit, Finance Partner
Date:	22/11/2023
Signed and approved by Chief Officer (Name and signature)	Jonathan Belford Chief Officer Finance
Date:	6 December 2023

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	N/A	
<b>Article 7</b> No punishment without law	N/A	
<b>Article 8</b> Right to respect for private and family life, home and correspondence	N/A	
<b>Article 9</b> Freedom of thought, conscience and religion	N/A	
<b>Article 10</b> Freedom of expression	N/A	
<b>Article 11</b> Freedom of assembly and association	N/A	
<b>Article 12</b> Right to marry and to found a family	N/A	
<b>Article 14</b> Right not to be subject to discrimination	N/A	
<b>Article 1 of Protocol 1</b> Protection of property	N/A	
<b>Article 2 of Protocol 1</b>	N/A	

Right to education		
<b>Article 3 of Protocol 1</b> Right to free elections	N/A	

## 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	N/A	
<b>Article 2</b> non-discrimination	N/A	
<b>Article 3</b> best interests of the child	N/A	
<b>Article 4</b> implementation of the convention	N/A	
<b>Article 5</b> parental guidance and a child's evolving capacities	N/A	
<b>Article 6</b>	N/A	

life, survival and development		
<b>Article 7</b> birth registration, name, nationality, care	N/A	
<b>Article 8</b> protection and preservation of identity	N/A	
<b>Article 9</b> separation from parents	N/A	
<b>Article 10</b> family reunification	N/A	
<b>Article 11</b> abduction and non-return of children	N/A	
<b>Article 12</b> respect for the views of the child	N/A	
<b>Article 13</b> freedom of expression	N/A	
<b>Article 14</b> freedom of thought, belief and religion	N/A	
<b>Article 15</b> freedom of association	N/A	
<b>Article 16</b> right to privacy	N/A	
<b>Article 17</b> access to information from the media	N/A	
<b>Article 18</b> parental responsibilities and state assistance	N/A	
<b>Article 19</b>	N/A	

protection from violence, abuse and neglect		
<b>Article 20</b> children unable to live with their family	N/A	
<b>Article 21</b> adoption	N/A	
<b>Article 22</b> refugee children	N/A	
<b>Article 23</b> children with a disability	N/A	
<b>Article 24</b> health and health services	N/A	
<b>Article 25</b> review of treatment in care	N/A	
<b>Article 26</b> social security	N/A	
<b>Article 27</b> adequate standard of living	N/A	
<b>Article 28</b> right to education	N/A	
<b>Article 29</b> goals of education	N/A	
<b>Article 30</b> children from minority or indigenous groups	N/A	
<b>Article 31</b> leisure, play and culture	N/A	
<b>Article 32</b> child labour	N/A	
<b>Article 33</b>	N/A	



drug abuse			
<b>Article 34</b> sexual exploitation	N/A		
<b>Article 35</b> abduction, sale and trafficking	N/A		
<b>Article 36</b> other forms of exploitation	N/A		
<b>Article 37</b> inhumane treatment and detention	N/A		
<b>Article 38</b> war and armed conflicts	N/A		
<b>Article 39</b> recovery from trauma and reintegration	N/A		
<b>Article 40</b> juvenile justice	N/A		
<b>Article 41</b> respect for higher national standards	N/A		
<b>Article 42</b> knowledge of rights	N/A		
<b>Optional</b> 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
<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).	High	<p>By setting the rent in the Council meeting in December this allows tenants who are entitled to benefits to pay their rents (estimated to be 50% of the total tenants) to get an uplift on their benefits to avoid arrears and eviction.</p> <p>In addition those on general benefits including those who receive the old age pension which do not include a rent element should be uplifted by the September inflation figure this will help to mitigate the rent increase for many people. The Chancellors Autumn Statement on 22 November 2023 confirmed that the state pension would rise by 8.5% from 1 April 2024; and state benefits, including universal credit and disability benefits would increase by 6.7%, from 1 April 2024.</p> <p>Also the Rent Assistance Fund pilot which is being recommended would be aimed at providing support through critical debt relief to our current secure tenants in rent arrears who are currently experiencing financial hardship.</p> <p>The split of the type of tenancy within the HRA General 84.15%, Amenity 7.01% and sheltered 8.85%. Those who live in a sheltered tenancy will be over the age of 60 this is potentially the age group which will be most affected by the increase in rent therefore a small group of the overall total.</p>
<b>Disability</b> people with disabilities / long standing conditions	High	
<b>Race (including Gypsy / Travellers)</b> people from minority ethnic communities and different racial backgrounds		
<b>Religion or belief</b> people with different religion and belief to include those with no beliefs		
<b>Sex - Gender identity</b> men or women, boys and girls		
<b>Pregnancy and maternity</b> women who are pregnant and / or on maternity leave		
<b>Sexual orientation</b> lesbian, gay, bisexual, heterosexual / straight		
<b>Gender reassignment</b> anybody whose gender identity / expression is different to the sex assigned to them at birth		

<b>Marriage and civil partnership</b> 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.

	<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.	Medium	There will be an increase in benefits to reflect the rental increase.
<b>Low and/or no wealth</b> - those who can meet basic living costs but have no savings for unexpected spend or provision for the future	Medium	The budget provides for establishing a pilot rent assistance fund to support the most vulnerable tenants.
<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		
<b>Area deprivation</b> - consider where people live and where they work (accessibility and cost of transport)		
<b>Socio-economic background</b> - social class, parents'		

education, employment, income.		
--------------------------------	--	--

### Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	Yes	<b>No</b> - not specifically
Describe the consultation processes/methods undertaken and the number of participants/respondents	While the Council consulted widely across all of our tenants the consultation wasn't targeted at any affected groups specifically. This is something that the Council will address and in future we will seek more specific information during the consultations for example gender and age, to provide greater insight to those who have participated and enable additional consultation where required.	
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:

<b>Title of Policy / proposal:</b>	<b>New rental increase for 2024-25</b>	
<b>Directorate and Cluster:</b>	<b>Resources, Accounting</b>	
<b>Policy and assessment author (s)</b>	Name: Helen Sherrit Job title: Finance Partner Date:22/11/23	Name: Job title: Date:
<b>Authorised and approved by Director or Chief Officer</b>	Name: Jonathan Belford Job title: Chief Officer - Finance Date: 6 December 2023	Name: Job title: Date:

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