



# 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>Review of closure of Bucksburn Pool</p>
<p>Report no or Budget proposal number:</p>	<p>CUS/23/386</p>
<p>Committee name and date :</p>	<p>Council - 13 December 2023</p>
<p>Is this a new or existing policy/ proposal?</p>	<p>Original decision from budget 2023 being re-considered. (budget saving - Sport Aberdeen net reduction in core grant)</p>
<p>Brief description of policy / proposal (including intended outcomes and purposes)</p>	<p>At the 1 March 2023 Council Budget meeting , the Committee made a decision to withdraw core funding from Sport Aberdeen. This resulted in funding being reduced to £4.5 million.</p> <p>It was not expected that this would remove all services from the city but provision level, availability and location may change. At that time it was not anticipated that there would be an impact on groups with protected characteristics.</p> <p>ACC with Sport Aberdeen has agreed to revisit the decision around the closure of Bucksburn Pool, which was an implication of the funding reduction. A revised Integrated Impact Assessment will be a key element of that decision making process.</p> <p>This Integrated Impact Assessment considers whether the closure has had any impact on users which are related to their protected characteristics. To assess impact, a period of consultation was agreed taking place between 19/10/23 and 06/11/23. Consultation included an online and printed survey along with in person focus groups.</p> <p>Proposal :</p> <p>Consider the overall findings of the report and agree one of the following options in regard to the Reduction in Sport Aberdeen Funding Option:</p> <ul style="list-style-type: none"> <li>o Option 1 - Reaffirm the original budget decision regarding the reduction of funding</li> <li>o Option 2 - Request Sport Aberdeen to recommission Bucksburn Pool and instruct the Chief Officer - Corporate Landlord, following consultation with the Chief Officer - Finance, to work with Sport Aberdeen to investigate how the possible recommissioning of the Pool could be funded, referring any ongoing funding implications to the 2024/25 budget</li> </ul>

Do you consider this proposal to have any impact on the:								
a. Human Rights of people?	Yes	No - Option 1 and Option 2	Unsure					
b. Rights of Children and Young people?	<b>Yes - Option 1</b>	No - Option 2	Unsure					
<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>	<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			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								
Socio-Economic Inequalities	<b>Yes - Option 1</b>		No - Option 2	Unsure				
Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?	Adverse impact - Additional travel costs and/or additional costs of lessons.							
What considerations did you have when making the above selections?								
Internal or existing data Please detail your sources	<p><u>Usage Data</u></p> <p>Prior to closure figures</p> <p>Number of pool visits:-  2022/23 - 69,219  2021/22 - 43,358  2020/21 - 6,215 (closed for part of year)  2019/20 - 72,656  2018/19 - 76,754</p> <p>Swimming Lesson participants at Bucksburn - 775  Swimming Lesson participants city wide - 5002</p> <p>Post closure figures  Swimming Lesson participants at Dyce - 750  Swimming Lesson participants city wide - 5350</p> <p><u>Bucksburn Opening Hours</u></p>							

Monday - 6am-9:15pm  
Tuesday - 6am-9:00pm  
Wednesday - 6am-8:15pm  
Thursday - 9:30am-9:15pm  
Friday - 9:30am-9pm  
Saturday - 7am-4:00pm  
Sunday - 9am-6:30pm

#### Public Consultation

City wide survey  
Engagement in a limited number of focus groups (3)  
Discussion with Save Bucksburn Pool campaign group

#### Consultation Questionnaire

987 submissions. 29 that had not used the pool in the last 5 years were discounted leaving 958 to be considered.

It was not possible to determine any impact from 176 submissions. That was where the respondents did not provide any answers in the free text fields and/or did not indicate swimming activities had stopped. Alternatively they only provided opinion on the decision to close the pool rather than outline any impact. That leaves 782 respondents indicating that there has been a negative impact of the closure.

Of that 782 respondents, 441 indicated they had stopped attending swimming based activities. A further 23 indicated they attended swimming based activities less often.

Impact themes identified based on responses:

- 1) Travel - Time and Distance. 476 responses to questions indicated this was an impact. Example: It takes longer to get to alternative provision.
- 2) Travel - Access. 290 responses to questions indicated this was an impact. Example: Two bus journeys were now required to access an alternative venue.
- 3) Scheduling / Opening Times at alternatives. 222 responses to questions indicated this was an impact. Example: Alternative provision was not available at a suitable time making it impossible to continue to swim.
- 4) Issues with alternative provision. 168 responses to questions indicated this was an impact. Example: An alternative venue was in poorer condition than Bucksburn.
- 5) Loss of stair entry. 108 responses to questions indicated this was an impact. Example: The loss of stair entry meant swimming was no longer possible.
- 6) Swimming Lessons (non-school). 108 responses to questions indicated this was an impact. Example: Alternative lessons were unsuitable.

- 7) Travel - Costs. 87 responses to questions indicated this was an impact. Example: Driving to an alternative incurs additional fuel costs.
- 8) Travel - Physical Access. 53 responses to questions indicated this was an impact. Example: Accessing an alternative was not possible due to a health limitation.
- 9) Swimming Club. 32 responses to questions indicated this was an impact. Example: There was additional costs to the club to operate from alternative venues.
- 10) Mental / Physical Health. 26 responses to questions indicated this was an impact. Example: The mental health of the participant had been negatively impacted.
- 11) Safeguarding - Children. 23 responses to questions indicated this was an impact. Example: Anxiety created by change of venue and routine.
- 12) Safeguarding - Adults. 22 responses to questions indicated this was an impact. Example: Anxiety created by change of venue and routine.
- 13) Additional Support Needs - Accessing Alternatives. 22 responses to questions indicated this was an impact. Example: Alternative provision not made available.
- 14) Children & Young Person Independence. 20 responses to questions indicated this was an impact. Example: Children could no longer attend swimming unaccompanied.
- 15) Social Connection. 19 responses to questions indicated this was an impact. Example: Interactions with friendship groups had stopped.
- 16) Alternatives - Costs. 13 responses to questions indicated this was an impact. Example: The cost of alternative swimming lessons was greater.
- 17) Nostalgia. 12 responses to questions indicated this was an impact. Example: Loss of shared family connection to the pool.
- 18) Community Value. 8 responses to questions indicated this was an impact. Example: Sense of community impacted.
- 19) Swimming Lessons (school). 4 responses to questions indicated this was an impact. Example: Frequency of school based swimming had been reduced.

#### Focus Groups

Three focus groups were held with 21 attendees in total. The comments and impacts matched with themes of the questionnaire. There were particularly strong views around these themes which perhaps weren't so well reflected in the questionnaire responses.

- a) Social connection. An impact was felt for the elderly and young people not meeting friends. With family sessions being limited elsewhere reducing the quality of family interactions

	<p>b) Additional Support Needs - Accessing Alternatives. It was believed that the ASN sessions had not been replaced and that the impact on the pupils was significant.</p> <p>c) Swimming Lessons (schools). That schools and pupils from multiple primary schools has been negatively impacted. Both in terms of loss of time and sessions not being replaced.</p> <p><u>Letters / Emails</u> Letters were submitted by a Sports Governing body and a swimming club based at Bucksburn. An email was submitted by an individual with a health condition outlining the impact of the closure. Summaries provided in Report Appendix C.</p> <p><u>Equalities Summary</u> Questionnaire - 933 people provided one or more responses to the questions. A 97% response. Focus Group - 5 people provided one or more responses to the questions. A 24% response. A detailed breakdown is available in Report Appendix C.</p> <p><u>Alternative Venues</u> The following venues are operated by Sport Aberdeen or part funded by the Council:- 2.8 Miles - Get Active @ Northfield 2.9 Miles - Dyce Academy Pool (lessons / club only) 4.2 Miles - Aberdeen Sports Village (ASV) 4.3 Miles - Bridge of Don Swimming Pool 6.7 Miles - Tullos Swimming Pool 6.9 Miles - Get Active @ Cults 8.5 Miles - Get Active @ Lochside</p> <p>Condition A: Good - Northfield, Tullos, Cults and Lochside Condition B: Satisfactory - Dyce Academy and Bridge of Don Suitability A: Good Northfield, Cults and Lochside Suitability B: Tullos Suitability C: Dyce (part of wider school assessment) Accessibility A: Good - Cults, Lochside Accessibility B: Satisfactory - Bridge of Don, Northfield (update required), Tullos Accessibility Not Assessed - Dyce Academy</p> <p>Note: Aberdeen Sports Village assumed to be A or B for both condition and suitability due to age of building. No requirement for the Council to make those assessments.</p>
<p>Consultations with officers or partner organisations Please list your sources</p>	<p>Sport Aberdeen Equalities team ACC Chief Education Officer</p>

<b>Other:</b> Please list your sources	Campaign Group: Save Bucksburn Pool Swimming Club: Bucksburn Swimming Club (represented at 2 Focus Groups).		
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?	<b>Yes - Option 1</b>  See notes section.	No - Option 2	Unsure
Does this proposal contribute to the Council's <a href="#">Equality Outcomes 2021-25</a> ?	<b>Yes - Option 2</b>  See notes section.	No - Option 1	Unsure
<b>Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).</b>			
Please provide a brief high-level summary that your policy will bring about:  The decision to reduce funding to Sport Aberdeen had the adverse impact in that it led to the closure of Bucksburn pool. This IIA is being completed in the context of this decision being revisited.  Option 1 Medium impacts were identified against Age, Disability and Children and young people. The reason for identifying a medium impact was because of the strong consultation response regarding those particular issues. Noting that users of the pool within those categories had stopped attending swimming based activities. As a consequence, a full assessment is required.  Low impacts were identified for Pregnancy / Maternity, Race and Sex.  The purpose of original proposal contributed to the Council setting a balanced budget.  Further data and examples used to inform this IIA can be found in Appendix C: Consultation Bucksburn Pool Report.  Option 2 This option will reverse any impacts identified by the closure of the pool. The assumption being that opening hours and timetables would be very similar to when the pools was operational. As such a Stage 2 assessment is not required for this option.			
Will a full assessment be required?	<b>Yes - Option 1</b>	No - Option 2	Unsure
Assessment completed by: Name and job title	Stephen Booth Chief Officer		
Date:	1 December 2023		

Signed and approved by Chief Officer (Name and signature)	Corporate Landlord
Date:	1 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,	n/a	



home and correspondence		
<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> Right to education	n/a	
<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		<p><b>Article 5 -</b> Within responses and focus groups it was identified that there was loss of independence from children not being able to independently meet friends and use the pool. Focus groups: Raised at groups 1,2 and 3. Theme: Children &amp; Young Person Independence. 20 responses.</p> <p><u>Mitigation</u> Encouraging older children to travel together.</p> <p>Policies are in place regarding unaccompanied children and young people accessing facilities. Children are supported by venue staff whilst using the facilities and are encouraged to use venues by the increase of available programming and junior/ teen specific programming and products. This impact can not be fully mitigated, although disadvantage is being mitigated where possible.</p> <p><b>Article 6</b> It was noted that children not having access may impact their swimming capability - this being a life skill. Focus groups: Raised at groups 1,2 and 3. Theme: Swimming Lessons (non-school). 108 responses. Theme: Swimming Club. 32 responses. Theme: Swimming Lessons (school). 4 responses.</p> <p><u>Mitigation</u> Revised aquatics programme is in place across alternative venues. Swimming clubs provided with same allocation of training hours. Alternative programme put in place for P4 programme. Transport costs for schools covered by Sport Aberdeen.</p>
<b>Article 2</b> non-discrimination		
<b>Article 3</b> best interests of the child		
<b>Article 4</b> implementation of the convention		
<b>Article 5</b> parental guidance and a child's evolving capacities	<b>Medium</b>	
<b>Article 6</b> life, survival and development	<b>Medium</b>	
<b>Article 7</b> birth registration, name, nationality, care		
<b>Article 8</b> protection and preservation of identity		
<b>Article 9</b> separation from parents		
<b>Article 10</b> family reunification		
<b>Article 11</b> abduction and non-return of children		
<b>Article 12</b> respect for the views of the child		
<b>Article 13</b>		

freedom of expression		<p><b>Article 23</b></p> <p>Impact identified of ASN children being upset by the upheaval and alternatives not swimming provision being made available. Lack of quiet session was also noted.</p> <p>Focus groups: Raised at groups 1, 2 and 3. Theme: Additional Support Needs - Accessing Alternatives. 22 responses. Theme: Safeguarding/safe spaces children. 9 responses.</p> <p><u>Mitigation</u></p> <p>Same days/times made available at alternative venues for ASN. Including modern facilities at Northfield. Gala events can be held at Northfield.</p> <p><b>Article 31</b></p> <p>The loss of the pool has been identified as an impact for children. Both in terms of limiting/preventing swimming activities and limiting children's independence. Focus Groups: Raised at groups 1, 2 and 3. Theme: Additional Support Needs - Accessing Alternatives. 22 responses. Theme: Swimming Lessons (non-school). 108 responses. Theme: Swimming Club. 32 responses. Theme: Swimming Lessons (school). 4 responses.</p> <p>Other Themes: Although it is not possible to assign numbers it can be assumed that other themes such as Travel - Time and Distance and Scheduling / Opening Times would also have a negative impact on this Article.</p> <p><u>Mitigation</u></p> <p>Same days/times made available at alternative venues for ASN. Including modern facilities at Northfield. Gala events can be held at Northfield. Revised aquatics programme is in place across alternative venues. Swimming clubs provided with same allocation of training hours.</p>
<b>Article 14</b> freedom of thought, belief and religion		
<b>Article 15</b> freedom of association		
<b>Article 16</b> right to privacy		
<b>Article 17</b> access to information from the media		
<b>Article 18</b> parental responsibilities and state assistance		
<b>Article 19</b> protection from violence, abuse and neglect		
<b>Article 20</b> children unable to live with their family		
<b>Article 21</b> adoption		
<b>Article 22</b> refugee children		
<b>Article 23</b> children with a disability	<b>Medium</b>	
<b>Article 24</b> health and health services		
<b>Article 25</b> review of treatment in care		
<b>Article 26</b> social security		

<b>Article 27</b> adequate standard of living		<p>Alternative programme put in place for P4 programme. Free bus travel. Other pools are available although transport and independent travel are identified as barriers. This impact cannot be fully mitigated, although disadvantage is being mitigated where possible.</p>
<b>Article 28</b> right to education		
<b>Article 29</b> goals of education		
<b>Article 30</b> children from minority or indigenous groups		
<b>Article 31</b> leisure, play and culture	<b>Medium</b>	
<b>Article 32</b> child labour		
<b>Article 33</b> drug abuse		
<b>Article 34</b> sexual exploitation		
<b>Article 35</b> abduction, sale and trafficking		
<b>Article 36</b> other forms of exploitation		
<b>Article 37</b> inhumane treatment and detention		
<b>Article 38</b> war and armed conflicts		
<b>Article 39</b> recovery from trauma and reintegration		
<b>Article 40</b> juvenile justice		
<b>Article 41</b>		

respect for higher national standards		
<b>Article 42</b> knowledge of rights		
<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.

	<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).	<b>Medium</b>	<b>Age</b> Equalities data indicate that total age groups with impacts were as follows:- 65+ - 101 (80 stopped / reduced) 55-64 - 103 (80 stopped / reduced) 45-54 - 145 (81 stopped / reduced) 35-44 - 224 (111 stopped / reduced) 25-34 - 117 (61 stopped / reduced) 16-24 - 27 (14 stopped / reduced) Less than 16 - 19 (9 stopped / reduced)  Data suggests the groups of 55-64 and 65+ groups have been disproportionately affected based on swimming activities stopping or being reduced.  Focus Groups - raised at 1, 2 and 3. Themes based on the 55+ groups. Theme. Travel - Time and Distance. 102 responses to questions indicated this was an impact. Example: It takes longer to get to alternative provision. Travel - Access. 74 responses to questions indicated this was an impact. Example: Two bus journeys were now required to access an alternative venue.
<b>Disability</b> people with disabilities / long standing conditions	<b>Medium</b>	
<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		Scheduling / Opening Times at alternatives. 48 responses to questions indicated this was an impact. Example: Alternative provision was not available at a suitable time making it impossible to continue to swim.
<b>Pregnancy and maternity</b> women who are pregnant and / or on maternity leave		Issues with alternative provision. 20 responses to questions indicated this was an impact. Example: An alternative venue was in poorer condition than Bucksburn.
<b>Sexual orientation</b> lesbian, gay, bisexual, heterosexual / straight		Loss of stair entry. 45 responses to questions indicated this was an impact. Example: The loss of stair entry meant swimming was no longer possible.
<b>Gender reassignment</b> anybody whose gender identity / expression is different to the sex assigned to them at birth		Travel - Costs. 21 responses to questions indicated this was an impact. Example: Driving to an alternative incurs additional fuel costs.
<b>Marriage and civil partnership</b> people who are married or in a civil partnership		Travel - Physical Access. 24 responses to questions indicated this was an impact. Example: Accessing an alternative was not possible due to a health limitation.  <u>Mitigation</u> Other pools are available but are less convenient than Bucksburn. Free travel is available but generally required 2 buses and impacts on use.  <b>Disability</b> The loss of the stair entry strongly featured as an impact. Physical access to alternative along with safeguarding impact were also evident.  Focus Groups: Raised at groups 1, 2 and 3. Theme: Travel - Physical Access. 53 responses. Theme: Loss of Stair Entry. 108 responses. Theme: Safeguarding - Adults. 5 responses.  <u>Mitigation</u> All Sport Aberdeen pools and Aberdeen Sports Village are accessible. Gradual entry stairs in place at Tullos teaching pool and also at Get active @ Northfield providing wide access, double handrails and gradual access rather than a ladder.

		<p>Review potential for installing further moveable steps.</p> <p>Access to Community Transport is available through ACC and ThInC for some of the specialist programs which allows for door-to-door transport (booked in advance for a small cost) for those with higher support needs/ mobility challenges.</p> <p>Venues all have public carparking availability with designated spaces for blue badge holders.</p> <p>Pool Lifeguard training (monthly) syllabus includes safeguarding and EDI awareness and scenario training.</p> <p>SA corporate induction is under review and includes a new 2 hour section on EDI and Customer Service. This will be finalised and rolled out to existing staff in the coming months and will be part of new start inductions ongoing.</p> <p>Formation of SA Inclusion Forum, a working group focused on developing and improving EDI across the facilities and programs.</p> <p>SA have signed up to the SAMH sports and physical activity charter, a sub group from the Inclusion Forum is working through the implementation of various initiatives to support people with their mental health.</p> <p>Partnerships with We too! To provide supported relaxed sessions for people with ASN.</p> <p>SA web page has been updated to include descriptions and accessibility information (including photos) for venues. This allows for people to gain familiarity prior to their visit and an understanding of what to expect.</p> <p>Active lifestyles team have contact support to assist with registering and booking programmed activity where people are unable or unwilling to use online services.</p> <p>Range of ways to access information (not all web based)</p> <p>Active Lifestyles programming in place to encourage participation in activity in a more relaxed and social setting.</p> <p>Northfield Pool has undergone Tackling Inequalities in Leisure accreditation.</p>
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## 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.		
<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		
<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	Medium - 87 of respondents highlighted cost of travel to other facilities as a barrier to using alternatives or as an additional financial burden.  Bucksburn is not in an area of deprivation. <a href="#">SIMD (Scottish Index of Multiple Deprivation)</a>	Free bus travel is available for u22, 60+ and an option for those with disabilities. Access to Community Transport is available through ACC.  This impact can not be fully mitigated, although disadvantage is being mitigated where possible.
<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	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	An online consultation was launched on 19 September 2023 and closed on 6 November 2023. A total of 987 responses were received with 29 indicating they had not used the pool in the last 5 years. To complement the online survey, 3 focus groups and a meeting with the Save Bucksburn Pool Campaign Group, were held to allow a greater focus on any common themes coming through the online consultation. 21 people attended the focus groups.	
Summarise the changes or improvements that have been made to the policy because of the consultation.	The consultation has provided valuable insight into the importance of Bucksburn Pool.  Impacts that affect people with certain protected characteristics have been further considered and mitigations identified to lessen the impact of the closure. It should be noted that not all impacts can be fully mitigated.	
Set out what suggested changes or improvements that have not been made and why	The consultation was undertaken post closure of the pool so no suggested changes have been implemented or the purpose of this assessment.	
What impact(s) has the consultation had upon your proposal?	The additional data gathered has been used to inform and prepare this assessment and create options within the main decision making report.	
How will this policy be monitored	Sport Aberdeen collect utilisation data on an ongoing basis. This would be re-introduced should the pool be brought back into use.	
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	The report gives both option 1 and option 2. Each has a financial impact which is considered within the decision.  A wider range of implications around the totality of the decision and other risks will influence the decision.	

	Once a preferred option is chosen an action plan will be developed to review and implement the mitigation measures identified where practicable.
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A wider range of implications around the totality of the decision and other risks will influence the decision.

## Notes

### **Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?**

Having assessed the impact of Option 1, due regard to the three needs of the Public Sector Equality Duty has to be considered. The first need is to give due regard to the impact of agreeing Option 1 on those with protected characteristics in eliminating discrimination, harassment and victimisation. There is no evidence to suggest that implementing Option 1 will lead to harassment or victimisation. Turning to the impact on discrimination, it is noted that there may be an impact on certain protected characteristics particularly those with inter-sectional protected characteristics. There is no evidence of direct discrimination on grounds of a protected characteristic if this Option is chosen. It is also not clear that indirect discrimination would result in relation to certain protected characteristics. However, even if those with protected characteristics were disproportionately impacted by the policy, this Option could be justified as a proportionate means of achieving a legitimate aim. The Council has a legal obligation to balance its budget and this Option is a reasonably necessary means of achieving that aim in comparison with Option 2, when taking into account the costs of recommissioning, running and maintaining the swimming pool as well as capital costs. This Option is proportionate when balanced against the Council's legitimate aim on the basis that any potential impact on those with protected characteristics is reduced by the various mitigations.

The second need is to give due regard to the impact of agreeing Option 1 on the advancement equality of opportunity between persons who share a relevant protected characteristic and persons who do not. It is acknowledged that the closure of the pool may have an impact on equality of opportunity for those with certain protected characteristics, namely Age, Disability, Children and Young People, Pregnancy and Maternity, Race and Sex.

The third need is to give due regard to the impact of agreeing Option 1 on fostering good relations with those who share a relevant protected characteristic and persons who do not. There is no evidence to suggest that the closure of the pool would have any impact on the fostering of good relations between those groups.

Having assessed the impact of Option 2, due regard to the three needs of the Public Sector Equality Duty also needs to be considered. Option 2 simply reverses any impacts identified by Option 1. As such, the risk of discrimination or the impact on equality of opportunity in relation to those with certain protected characteristics would be reduced. However, budget savings would require to be found in other areas, which would be likely to lead to other cuts in services which would have implications for those with protected characteristics. The amount of savings to be found in other areas would also be greater as extra resources to fund the recommissioning of the swimming pool would need to be identified.

## Does this proposal contribute to the Council's Equality Outcomes 2021-25?

Within the Equalities outcomes 2021 to 25. 3 outcome are noted for the City Council in a number of roles. The councils role as a service provider are relevant to this assessment.

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.

The IIA highlights that the option to close the pool will have an impact on the wider community and those with protected characteristics. In particular there are physical barriers to access swimming in other venues due to sessions availability, physical design of facilities or travel time distance and costs to get there. This has particular impact on older and younger age group as identified through focus groups. Whilst there are some mitigations such as free bus travel for some parts of the community and physical adaptation to other venues this cannot be fully mitigated.

EO 2- Diverse communities in Aberdeen will have an increased sense of safety and belonging within their neighbourhood and City, with a focus on Race (including Gypsy/Travellers), Religion and Sexual Orientation.

Belonging can be derived from using pools as a social space around an activity for gathering and integration. focus groups suggested that social gathering moments were lost so there is an impact if option 1 is implemented. this would be improved if option 2 is selected.

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.

Not affected by proposals or options.

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

<b>Title of Policy / proposal:</b>	<b>Closure of Bucksburn Pool</b>	
<b>Directorate and Cluster:</b>	<b>Resources / Corporate Landlord</b>	
<b>Policy and assessment author (s)</b>	Name: Alastair Reid Job title: Team Leader - Asset management Date: 1 December 2023	Name: Job title: Date:
<b>Authorised and approved by Director or Chief Officer</b>	Name: Stephen Booth Job title: Chief Officer Date: 1 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)