



# 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>Report on Options to Rationalise Early Learning and Childcare settings to match the Scottish Government Grant</p>							
<p>Report no or Budget proposal number:</p>	<p>CFS/23/301</p>							
<p>Committee name and date :</p>	<p>Education and Children’s Services / 21 November 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 Local Authority has a statutory duty under the Children and Young People (Scotland) Act 2014 to prepare and publish an Early Learning and Childcare Delivery Plan to set out the strategic direction for the delivery of ELC in the city. The Plan has to respond to local need and reflect the diversity of communities in Aberdeen.</p> <p>The purpose of this report is to present options to the Education and Children’s Services Committee on rationalising Early Learning and Childcare (ELC) settings to match the Scottish Government Grant, as instructed by Council at Budget meeting on 1 March 2023, and to seek approval for amended Early Learning and Childcare delivery models based on demand, from August 2024.</p>							
<p>Do you consider this proposal to have any impact on the:</p>								
<p>a. Human Rights of people?</p>	<p><b>Yes - positive</b></p>	<p>No</p>	<p>Unsure</p>					
<p>b. Rights of Children and Young people?</p>	<p><b>Yes - positive</b></p>	<p>No</p>	<p>Unsure</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><b>H</b></p>	<p>High negative impact</p>	<p><b>H</b></p>	<p><b>M</b></p>	<p><b>L</b></p>	<p><b>N</b></p>	<p><b>P</b></p>	<p><b>U</b></p>
	<p><b>M</b></p>	<p>Medium negative impact</p>						
	<p><b>L</b></p>	<p>Low negative impact</p>						
	<p><b>N</b></p>	<p>No impact</p>						
	<p><b>P</b></p>	<p>Positive impact</p>						
	<p><b>U</b></p>	<p>Unsure</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>								
							X	
								X
						X		
						X		
							X	
								X
						X		
						X		
							X	
								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>	<p>Positive impact - the provision of 1140 hours of funded Early Learning and Childcare has a positive impact on families, making ELC more accessible and affordable.</p>	<p>No</p>	<p>Unsure</p>
<p>What considerations did you have when making the above selections?</p>			
<p>Internal or existing data Please detail your sources</p>	<p>National Blueprint for Early Learning and Childcare Local Evaluation of Early Learning and Childcare (2022) Aberdeen City Council - Consultation with Parents and Carers 2021 and 2023.@</p>		
<p>Consultations with officers or partner organisations Please list your sources</p>	<p>Aberdeen City Council Community Planning Partnership - Best Start in Life Outcome Group Key Stakeholders - Trade Unions / Families / Staff</p>		
<p>Other: Please list your sources</p>			
<p>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?</p>	<p>Yes - Statutory Early Learning and Childcare is a universal entitlement for ALL children aged 3 and 4 and eligible 2-year-olds. Early Learning and Childcare can improve long term outcomes for children and families, including educational, health and wellbeing and offer routes out of poverty to advance equality of opportunity and foster good relations.</p>	<p>No</p>	<p>Unsure</p>
<p>Does this proposal contribute to the Council's <a href="#">Equality Outcomes 2021-25</a>?</p>	<p>Yes - Statutory Early Learning and Childcare is a universal entitlement for ALL children aged 3 and 4 and eligible 2-year-olds. Early Learning and Childcare can improve long term outcomes for children and families, including educational, health and wellbeing and offer</p>	<p>No</p>	<p>Unsure</p>

	routes out of poverty to advance equality of opportunity and foster good relations.		
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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.

Statutory Early Learning and Childcare is a universal entitlement for ALL children aged 3 and 4 and eligible 2-year-olds. Early Learning and Childcare can improve long term outcomes for children and families, including educational, health and wellbeing and offer routes out of poverty to advance equality of opportunity and foster good relations.

As part of our statutory duties under the Children and Young People (Scotland) Act 2014, we are required to consult with parents and carers every two years on the provision of ELC. The Early Years team consulted with parents and carers again in June 2023. The consultation received a total of 664 responses after 3 weeks (+210 (46%) from 2021).

Key headline data is below:

- 79.4% of respondents were satisfied or very satisfied with the range of ELC providers and models within their local area (Associated School Group (ASG)) (+7.4% from 2021).
- 75.8% have been able to secure a funded ELC place in their local area/ASG.
- 80.6% of respondents were able to secure their first choice of ELC provision.
- 88.4% of respondents were satisfied with the location of their ELC provision. (+5.4% from 2021).
- 76.8% of respondents were satisfied with the times ELC services are available (+9% from 2021).
- 87.1% of respondents stated that they are satisfied or very satisfied with their child's experience of ELC to date (+ 4.7% from 2021).
- 73.6% of respondents were satisfied or very satisfied with the snacks and meals their child is offered whilst attending ELC (+4.8% from 2021)
- The majority of respondents, at over 95%, identified Early Learning and Childcare as having a positive impact on their child's development with:
  - o 87% identifying improved social skills;
  - o 81% seeing an improvement in their child's communication skills;
  - o 71% identifying improved creativity;
  - o 68% identifying improved fine motor skills;
  - o 64% identifying improved emotional development;
  - o 63% identifying improved physical development;
  - o 62% identifying improved listening skills;
  - o 60% identifying improved literacy development; and
  - o 60% identifying improved numeracy development.
- 39.8% of respondents stated that they had more time for other responsibilities as a result of the expansion of Early Learning and Childcare (-11.4% from 2021).
- 29.2% of respondents indicated that they had more money/disposable income as a positive impact on their family (-9.5% from 2021).
- 24.1% are now considering a return to work or study (-4.4% from 2021).

- 24.1% stated improved wellbeing/respice as a positive impact from the expansion of ELC (-2% from 2021), with 18.9% of respondents finding they now have more time to themselves (-5.4% from 2021).
- 73.3% of respondents stated that they are aware that Aberdeen City Council offers Eligible 2's ELC placements.

The full analysis of the responses will be used to inform the refresh of the ELC Delivery Plan in 2024. Critically, responses do not indicate a need to amend our approach to the provision of a mixed model of ELC across the city. On that basis, the review of delivery models to rationalise our offer has sought to maintain a mixed model of ELC across Associated School Groups (ASGs) to ensure families continue to have choice.

In terms of impact on staff, there will be some reductions in staffing in order to achieve the savings targets approved by Council. However, staff have been given assurances that they will not be detrimented financially unless that is their choice, for example to change contract from 52-weeks to term-time. Some colleagues have expressed a preference to change contracts. Those who do not wish to change will be offered their contractual hours elsewhere.

- Indeed Rota changes for staff - this could have a positive impact. For example those with children themselves, may prefer to work more convenient hours for school day. Some might have easier commuting and travel times on public transport etc.
- Reduction of 1 FTE per setting - the plan is to use turnover to address this. In a small number of cases, staff may be displaced but this is a very minor risk. Three out of 7 settings in this situation have already reduced their staffing through 'natural wastage'.
- Review of impacts of rota changes on Ts&Cs - do we have any employees on whole-year contracts that might have to move to term-time contracts? If not, no worries but if so, there could be financial implications.

Will a full assessment be required?	Yes	<b>No</b>	Unsure
Assessment completed by: Name and job title	Louise Beaton Service Manager - Early Years		
Date:	8 November 2023		
Signed and approved by Chief Officer (Name and signature)	Shona Milne Chief Education Officer		
Date:	8 November 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		
<b>Article 7</b> No punishment without law		
<b>Article 8</b> Right to respect for private and family life, home and correspondence		

<b>Article 9</b> Freedom of thought, conscience and religion		
<b>Article 10</b> Freedom of expression		
<b>Article 11</b> Freedom of assembly and association		
<b>Article 12</b> Right to marry and to found a family		
<b>Article 14</b> Right not to be subject to discrimination		
<b>Article 1 of Protocol 1</b> Protection of property		
<b>Article 2 of Protocol 1</b> Right to education		
<b>Article 3 of Protocol 1</b> 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.

	<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		
<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>Article 6</b> life, survival and development		
<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		
<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>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		
<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>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>Disability</b> people with disabilities / long standing conditions		
<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.		
<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		
<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

	<b>Yes</b>	<b>No</b>
Have you undertaken any of form of consultation with any of the affected groups?		
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:**

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