

# Integrated Impact Assessment

The purpose of Aberdeen City Council is to protect the people and the place of Aberdeen from harm, enabling them to prosper and supporting them in the event of harm happening.

The purpose of an Integrated Impact Assessment is to evidence that Aberdeen City Council are making decisions in an informed way, and that the impact of decisions made is understood and accepted. The legislation that is considered within this assessment are:

- Section 2 [Equality Act 2010 protected characteristics](#)
- Section 3 [Socio-Economic](#)
- Section 4 [Human Rights](#)
- Section 5 [Children and Young People’s Rights](#)

The term ‘policy’ is used throughout this document and applies to policies, proposals, strategies, provision, criteria, functions, practice, budget savings and activities that includes delivery of our services.

## 1. About the Policy

<b>1.1 Title</b>
Culture Delivery and Funding Review
<b>1.2 What does this policy seek to achieve?</b>
<p>The Review is to evaluate the effectiveness of current Council funding for the delivery of culture initiatives. By examining the current funding structure, the review aims to identify areas for improvement and suggest strategies to optimise the allocation of resources and reduce demand where applicable, as well as identify opportunities to leverage further external funding.</p> <p>The review is response to a Committee instruction ‘In consultation with partner organisations, such as Aberdeen Performing Arts (APA), to bring back a report on how best to allocate funding to cultural organisations from both the General Fund and Common Good budgets and to report back to Council before the end of the financial year 2023/24’</p> <p>The Review recommendation is until a new funding framework and application process is established the funding to external cultural organisations should remain at standstill (current levels) for 2024/25 ,acting as a ‘transition year’ until a new funding framework and process is in place.</p>
<b>1.3 Is this a new or existing policy?</b>
New
<b>1.4 Is this report going to a committee?</b>
Yes
<b>1.5 Committee name and date:</b>
Council 7 <sup>th</sup> February 2024

**1.6 Report no and / or Budget proposal number and / or Business Case reference number:**

COM/24/040

## Impacts

This section demonstrates the considerations that have been made in relation to the policy - and that the impact of proposals made is understood and accepted.

### 2: Equality Act 2010 - Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. This section identifies the [protected characteristics](#) that the policy potentially affects and records the impact and mitigating steps.

2.1 What impact could this policy have on any of the below groups?

Protected Characteristic	What is the impact?				
	Negative			Neutral	Positive
	High	Medium	Low		
<a href="#">Age</a>					X
<a href="#">Disability</a>					X
<a href="#">Gender Reassignment</a>				X	
<a href="#">Marriage and Civil Partnership</a>				X	
<a href="#">Pregnancy and Maternity</a>				X	
<a href="#">Race</a>					X
<a href="#">Religion or Belief</a>				X	
<a href="#">Sex</a>					X
<a href="#">Sexual Orientation</a>				X	

2.2 In what way will the policy impact people with these protected characteristics?

Review recommendations is establishing a new funding framework for culture activity, shifting from historical funding arrangements to a new application process which will move to outcome focus, delivering on Council priorities including supporting opportunities and giving voice to those from protected characteristic backgrounds. This will introduce new participation targets and provide greater evidence of cultures on social economic priorities.

2.3 What considerations have been made in reaching the above assessment?

**What internal or external data has been considered? What does this data tell us?**

The Culture Review has been undertaken by an independent consultant consortium, led by Charlotte Wilson Research Services. The research team includes expertise and experience in cultural policy, inclusion, financial planning, legal structures and cultural venue operations. As a team they have delivered similar work for Leeds City Council, Edinburgh City Council and Belfast. As part of the process they have been provided with range of data sets from both the Council and external cultural organisations, this includes analysis of audience and participant data, analysis of funding allocations (benefactors, target audiences etc.) The analysis has shown where the gaps and demand in respect to cultural opportunities which has been profiled against City Scottish Index of multiple Deprivation data zones (Woodside, Middlefield, Seaton, Torry, Stockethill, Mastrick, Heathryfold, Tillydrone and Kincorth) and audience segmentation maps.

**What consultation and engagement and has been undertaken with officers and partner organisations?**

To date the consultants have undertaken a review of the current investment and organisations supported and analysed the Council’s current approach and rationale for support. Organisations and initiatives subject to the review include Aberdeen Performing Arts Castlegate Arts, Peacock Visual Arts, Citymoves Dance Agency, Sound Festival, Jazz Scotland, SPECTRA Festival, Nuart Aberdeen and the open application project fund, Creative Funding. As part of the process the Review team have carried out consultations with all ‘core’ funded cultural organisations, Council cultural service managers, Creative Funding recipients, Culture Aberdeen, Visit Aberdeenshire, Aberdeen Inspired, COSLA and national public sector funders. Surveys have also been conducted with around 40 Creative Funding grant recipients.

**What consultation and engagement and has been undertaken with people who may be impacted by this policy (e.g. citizens, community groups, or other people/groups)?**

Questionnaires with community groups who have previously applied to Creative Funding, there has been no direct consultation with the cultural organisations audiences, participants or the wider public in general.

2.4 What mitigations can be put in place?

**What mitigations are there against any negative impacts (if applicable)?**

Review recommendations is establishing a new funding framework for culture activity, shifting from historical funding arrangements to a new application process which will move to outcome focus, delivering on Council priorities including supporting opportunities and giving voice to those from protected characteristic backgrounds. This will introduce new participation targets and provide greater evidence of cultures on social economic priorities.

**With mitigations in place, what is the new overall rating of the negative impact(s)?**

High
Medium
Low
Negative Impact Removed

### 3: Socio-Economic Impacts

This section is used to consider the impact of the policy on people who might be **unemployed, single parents**, people with lower **education** or **literacy**, **looked after children**, those with **protected characteristics** as examples.

Use this guide to understand more on socio-economic inequalities: [The Fairer Scotland Duty: Guidance for Public Bodies \(www.gov.scot\)](http://www.gov.scot)

#### 3.1 What impact could this policy have on any of the below groups?

Group	Negative			Neutral	Positive
	High	Medium	Low		
Low income / income poverty – those who cannot afford regular bills, food, clothing payments.				X	
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future				X	
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				X	
Area deprivation – consider where people live and where they work (accessibility and cost of transport)				X	
Socio-economic background – social class, parents' education, employment, income.				X	

#### 3.2 In what way will the policy impact people in these groups?

The recommendation for standstill funding would retain current provision, including cultural activity which is free to access and/or targeting those from areas of deprivation/ socio-economic backgrounds revised funding framework will move from funding organisations to funding specific outcomes, aligned to Council delivery priorities and the LOIP. This should lead to a greater focus on the impacts culture can make on positive outcomes for people from the above groups.

#### 3.3 What considerations have been made in reaching the above assessment?

##### What internal or external data has been considered? What does this data tell us?

Culture Review examines the beneficiaries of current cultural investment (direct, audiences and participants). Review identifies while current cultural service offer does provide opportunities and access there is no set targets, baselines or consistency across the various cultural organisations. This means we not measuring the true impact culture could have for these groups.

##### What consultation and engagement and has been undertaken with officers and partner organisations?

To date the consultants have undertaken a review of the current investment and organisations supported and analysed the Council's current approach and rationale for support. Organisations and initiatives subject to the review include APA, Castlegate Arts, Peacock Visual Arts, Citymoves Dance Agency, Sound Festival, Jazz Scotland, SPECTRA Festival, Nuart Aberdeen and the open application project fund, Creative Funding. As part of the process the Review team have carried out consultations with all 'core' funded cultural organisations, Council cultural service managers, Creative Funding recipients, Culture Aberdeen, Visit Aberdeenshire, Aberdeen Inspired, COSLA and national public sector funders. Surveys have also been conducted with around 40 Creative Funding grant recipients.

**What consultation** and engagement and **has been undertaken** with people who may be impacted by this policy? citizens, community groups, or other people/groups impacted by this policy?

No direct consultation other than the current and previous funding recipients.

### 3.4 What mitigations can be put in place?

**What mitigations are there against any negative impacts (if applicable)?**

Not applicable

**With mitigations in place, what is the new overall rating of the negative impact(s)?**

High	
Medium	
Low	
Negative Impact Removed	

## 4: Human Rights Impacts

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law. The Human Rights Act came into force in the UK in October 2000

The Act sets out our human rights in a series of 'Articles'. Each Article deals with a different right.

Use this guide to understand more about [Human Rights](#).

### 4.1 What impact could this policy have on Human Rights?

Human Rights Article	Negative	Neutral	Positive
<b>Article 6:</b> <a href="#">Right to a fair trial</a>		X	
<b>Article 7:</b> <a href="#">No punishment without law</a>		X	
<b>Article 8:</b> <a href="#">Right to respect for private and family life, home and correspondence</a>		X	
<b>Article 9:</b> <a href="#">Freedom of thought, belief and religion</a>		X	
<b>Article 10:</b> <a href="#">Freedom of expression</a>		X	
<b>Article 11:</b> <a href="#">Freedom of assembly and association</a>		X	
<b>Article 12:</b> <a href="#">Right to marry and start a family</a>		X	
<b>Article 14:</b> <a href="#">Protection from discrimination in respect of these rights and freedoms</a>		X	
<b>Article 1 of Protocol 1:</b> <a href="#">Right to peaceful enjoyment of your property</a>		X	
<b>Article 2 of Protocol 1:</b> <a href="#">Right to education</a>		X	
<b>Article 3 of Protocol 1:</b> <a href="#">Right to participate in free elections</a>		X	

### 4.2 In what way will the policy impact Human Rights?

While the framework will potentially increase opportunities and pathways for residents in respect to freedom of expression (article 10) it would probably be progressed with less resource overall so the impact is likely neutral.

### 4.3 What mitigations can be put in place?

**What mitigations are there against any negative impacts (if applicable)?**

Not applicable

<b>If mitigations are in place, does this remove the negative impact?</b>	<b>No – negative impact remains</b>	
	<b>Yes – negative impact reduced</b>	
	<b>Yes - negative impact removed</b>	

## 5: Children and Young People’s Rights Impacts

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).

The Conventions are also known as the “General Principles” and they help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. They are:

1. Non-discrimination (Article 2)
2. Best interest of the child (Article 3)
3. Right to life survival and development (Article 6)
4. Right to be heard (Article 12)

You can [read the full UN Convention \(pdf\)](#), or [just a summary \(pdf\)](#), to find out more about the rights that are included.

### 5.1 What impact could this policy have on the rights of Children and Young People?

UNCRC and Optional Protocols	Negative	Neutral	Positive
<b>Article 1:</b> definition of the child		X	
<b>Article 2:</b> non-discrimination		X	
<b>Article 3:</b> best interests of the child			X
<b>Article 4:</b> implementation of the convention		X	
<b>Article 5:</b> parental guidance and a child's evolving capacities		X	
<b>Article 6:</b> life, survival and development		X	
<b>Article 7:</b> birth registration, name, nationality, care		X	
<b>Article 8:</b> protection and preservation of identity		X	
<b>Article 9:</b> separation from parents		X	
<b>Article 10:</b> family reunification		X	
<b>Article 11:</b> abduction and non-return of children		X	
<b>Article 12:</b> respect for the views of the child		X	
<b>Article 13:</b> freedom of expression		X	
<b>Article 14:</b> freedom of thought, belief and religion		X	
<b>Article 15:</b> freedom of association		X	
<b>Article 16:</b> right to privacy		X	
<b>Article 17:</b> access to information from the media		X	
<b>Article 18:</b> parental responsibilities and state assistance		X	
<b>Article 19:</b> protection from violence, abuse and neglect		X	
<b>Article 20:</b> children unable to live with their family		X	
<b>Article 21:</b> adoption		X	
<b>Article 22:</b> refugee children		X	
<b>Article 23:</b> children with a disability		X	
<b>Article 24:</b> health and health services			X
<b>Article 25:</b> review of treatment in care		X	
<b>Article 26:</b> social security		X	
<b>Article 27:</b> adequate standard of living		X	
<b>Article 28:</b> right to education		X	
<b>Article 29:</b> goals of education		X	
<b>Article 30:</b> children from minority or indigenous groups			X

<b>Article 31:</b> leisure, play and culture			X
<b>Article 32:</b> child labour		X	
<b>Article 33:</b> drug abuse		X	
<b>Article 34:</b> sexual exploitation		X	
<b>Article 35:</b> abduction, sale and trafficking		X	
<b>Article 36:</b> other forms of exploitation		X	
<b>Article 37:</b> inhumane treatment and detention		X	
<b>Article 38:</b> war and armed conflicts		X	
<b>Article 39:</b> recovery from trauma and reintegration		X	
<b>Article 40:</b> juvenile justice		X	
<b>Article 41:</b> respect for higher national standards		X	
<b>Article 42:</b> knowledge of rights		X	
<b>Optional</b> Protocol on a Communications Procedure			

5.2 In what way will the policy impact the rights of Children and Young People?

Access to cultural programmes have been evidenced to benefit mental and physical health for children, the framework would support increasing access and better monitoring to track impacts and make improvements to delivery. In the LOIP consultation feedback from young people has highlighted the importance of cultural activity to them in respect to right to recreation and play, specifically want more music, festivals and participation opportunities – which will be feed into the framework approach. Review recommendations seek to increase access to cultural participation for groups in regeneration areas with higher demographic of ethnic minorities and those in socio-economic disadvantage.

5.3 What mitigations can be put in place?

<b>What mitigations are there against any negative impacts (if applicable)?</b>	
Not applicable	
<b>If mitigations are in place, does this remove the negative impact?</b>	No – negative impact remains
	Yes – negative impact reduced
	Yes - negative impact removed



## 6: Sign Off

### **Any further positive or negative impacts on individuals or groups that have been considered?**

While the recommendation will be standstill funding (status quo) for 2024/25 the process of establishing a new framework will require significant work to understand the need of users in order to provide funding with a greater focus on the impacts culture can make towards positive outcomes for people with protected characteristics, including those in socio economic disadvantage.

### **Overall summary of changes made as a result of impact assessment.**

Not at this time but the final funding framework and application process will have an impact assessment conducted before it is submitted to council committee for approval.

### **Outline of how impact of policy will be monitored.**

A new monitoring and impact reporting form and process will be developed with the framework. Officers will ensure this is reviewed with the Equalities team to ensure it is fit for purpose will support the Council in delivering and monitoring impacts.

### **If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.**

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<b>Date</b>	23/01/24
<b>Chief Officer</b>	Julie Wood
<b>Date</b>	23/01/24