

# 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

### 1.1 Title

TOM 1.2 Structure Update February 2024

### 1.2 What does this policy seek to achieve?

Chief Officer and Director responsibilities would be re-aligned and teams moved across the organisation into different Clusters and Functions. The Council is proposing a 3-Director model .

Chief Officer roles have been reviewed through the approved COSLA Job Evaluation Scheme.

**The proposed changes to the functional structure of the organisation under service areas would** remove duplication of effort, quicker response times for our tenants and clearer accountability for service delivery.

Provide further opportunity to reduce the potential for duplication of multiple teams supporting the same family from housing support, education support and social care, there are opportunities, within this proposed model, for a consolidated Children, Families Communities Function

The Health Determinants Research Collaboration Aberdeen (HDRCA) between ACC and University of Aberdeen helps us to move forward with a health-centred approach as an important element of our prevention agenda. Within this design, the HDRCA outputs will directly support decision-making, impacting short-, medium- and long-term inequalities . In doing so, it will enable early intervention and prevention, both improving health outcomes and reducing avoidable costs.

### 1.3 Is this a new or existing policy?

New proposal

### 1.4 Is this report going to a committee?

Yes

**1.5 Committee name and date:**

Council 07/02/24

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

CUS/24/043

## 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		
<u>Age</u>				X	
<u>Disability</u>				X	
<u>Gender Reassignment</u>				X	
<u>Marriage and Civil Partnership</u>				X	
<u>Pregnancy and Maternity</u>				X	
<u>Race</u>				X	
<u>Religion or Belief</u>				X	
<u>Sex</u>			X		
<u>Sexual Orientation</u>				X	

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

Neutral impact other than on sex, the gender make-up of the **substantively occupied posts** is 24% female and 76% male.

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?**

Our latest equality and diversity mainstreaming report outlines our existing employee diversity data. This evidences the breakdown of our workforce demographics.

Other IIAs considered as part of this policy include:

- [1. IIA Workforce Reduction, Restructure and Redesign](#)
- [2. IIA Recruitment and Selection Processes \(including. Redeployment, Job Matching and Selection for Development Opportunities\)](#)
- [3. IIA Job Evaluation Scheme](#)

- 4. [Workforce Delivery Plan](#)

Where a proposed remit involves additional teams – refer to IIA 1

Regarding the proposed selection process -refer to IIA 2

Regarding job evaluation of posts- refer to IIA 3

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

Affected employees (Directors and Chief Officers) have been engaged with throughout and are included in the design of the model.

Consultation and engagement sessions with Service managers has been run via the Leadership Forum and their teams, consultation and engagement sessions have been ongoing with Trade Union colleagues throughout the design.

Existing procedures cited within the proposal, such as the council’s job matching procedure, have already been engaged and consulted on.

Background Paper [Employee Engagement Tom 1.2](#) provide full details on these engagements.

**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)?**

As above. This is an internal change so employees have been engaged with as per the background paper.

2.4 What mitigations can be put in place?

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

Affected staff will continue to be consulted with, in line with our [consultation protocol](#). The data around leadership and management development for existing and future Chief Officers / Directors shows us that this ensures staff will have the capabilities to thrive within their leadership roles. Support and development will be made available to them to help them gain the in-depth knowledge and experience for any new elements within remits, in carrying forward the proposed redesign.

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

High	
Medium	
Low	
Negative Impact Removed	x

### 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?

No immediate impact identified on the staff and roles in this policy

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?**

The structure proposal introduces a Chief Officer role specifically centred around Housing, within the function of Children, Families and Communities. This enables further progression of the principles within The Promise via the development of our local “Family Support Model”. Building on this work to date, the organisational structure presents an opportunity to reduce the potential for duplication of multiple teams supporting the same family from housing support, education support and social care, there are opportunities, within this proposed model, for a consolidated Children, Families & Communities Function. Closer alignment will enable the Council to offer holistic person-centred support; to prevent escalation of need and crisis by enhancing multi-disciplinary working at a neighbourhood level.

The proposed structure therefore seeks to provide public services designed to meet the needs, and build on the strengths, of individuals families and communities. There will be a continued focus on

prevention through early intervention, with Health Determinants sitting at the centre of our proposed operating model.

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

Affected employees (Directors and Chief Officers) have been engaged with throughout and are included in the design of the model.

Consultation and engagement sessions with Service managers has been run via the Leadership Forum and consultation and engagement sessions have been ongoing with Trade Union colleagues throughout the design.

**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?

N/A

3.4 What mitigations can be put in place?

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

N/A

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

4.2 In what way will the policy impact Human Rights?

N/A

4.3 What mitigations can be put in place?

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

N/A

**If mitigations are in place, does this remove the negative impact?**

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

## 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?

As a positive impact, the establishment of the proposed Children, Families and Communities Function will enable effective and wide-reaching measures to combat the poverty faced by many children and families.

5.3 What mitigations can be put in place?

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

N/A

**If mitigations are in place, does this remove the negative impact?**

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed



## 6: Sign Off

<b>Any further positive or negative impacts on individuals or groups that have been considered?</b>
Any future activities that arise from the change in structure will also be considered under separate IIAs where required.
<b>Overall summary of changes made as a result of impact assessment.</b>
N/A
<b>Outline of how impact of policy will be monitored.</b>
The ongoing development of our TOM will be guided through the Performance Management framework: performance data, staff feedback, citizen feedback, SPIs and the data coming through our LOIP measures and our HDRCA as well as monitoring the outcomes of our operations through the governance of our committee structure.
<b>If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.</b>

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<b>Date</b>	31/01/24