

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
Reduce Children's Social Work resource aligned to Fit Like Service
1.2 What does this policy seek to achieve?
<p>This option proposes to remove CSW resource (staff) aligned to Fit Like Service.</p> <p>Delivery of the multi-agency Fit Like Tier 2 service is not a statutory requirement. It is aimed at providing early and preventative support to families mitigating the need for CSW involvement at a higher cost to the council. This option would reduce the capacity of the Fit Like service and likely increase demand on CSW services.</p>
1.3 Is this a new or existing policy?
New
1.4 Is this report going to a committee?
Part of the Council Budget process.
1.5 Committee name and date:
Council Budget – 6 March 2024
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
CSW – 05

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		
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	

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

This collaborative Fit Like resource has been developed to align with The Promise supporting whole family early intervention. It is delivered on a multi-agency basis to mitigate the need for Tier 3 Children's Social Work (CSW) & CAMHS intervention. It supports 450 children/young people and their families. This is not a statutory service.

Withdrawal of resource runs contrary to the prevention agenda & will diminish capacity of the Fit Like Service while simultaneously increasing demand on CSW. Over 50% of referrals to the Fit Like Service have identified parental mental health and wellbeing as an area of concern. If taken this budget option will result in a reduced resource to support vulnerable children and families who have identified mental health and wellbeing needs. Data indicates a disproportionate number of referrals from single parent households.

It will also undermine the integration and partnership approach that we are culturally seeking to develop.

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?

Over 50% of referrals to the Fit Like Service have identified parental mental health and wellbeing as an area of concern.

There is disproportionate volume of referrals from single parent households the majority of whom are women.

The Fit Like service provides support to children, young people and families from black and ethnic minority groups.

Feedback from the various consultation activities has highlighted opposition to this option being taken. Comments have included further "enhancing this type of support".

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

This proposal has been discussed with the affected staff and the wider CSW management team. It has also been shared with agencies who collaborate together to deliver the Fit Like Service.

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)?

Aberdeen City Council launched a three-part public consultation around the 2024/25 Budget and future spending plans from July 2023 to January 2024. In part 1, which ran throughout July 2023, people were asked to award points across different service areas to indicate where they thought the council's spending priorities should be. In part 2, the public could either increase, decrease or not change the level of expenditure in areas listed. In part 3, which took place throughout January 2024, there were two face to face sessions for the public to attend and an online consultation. There were 3,179 responses to part 1, 2,564 responses to part 2 and 285 responses to part 3. Included in all parts of the consultation was a specific question regarding the provision of a stopping CSW from delivering Teir 2 interventions.

2.4 What mitigations can be put in place?

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

Evidence indicates that there is rising demand for the Fit Like Service. Withdrawal of this service will result in universal services needing to hold greater levels of vulnerability and uncertainty. This in turn for some will result in increased risk for children and young people and increased demand on statutory CSW services.

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

High	
Medium	X
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 \(www.gov.scot\)](https://www.gov.scot/publications/fairer-scotland-duty/guidance-for-public-bodies/)

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?

Our data indicates that the impact of poverty increases demand for Fit Like support with greater numbers of referrals coming from SIMD 1 & 2 areas of the City. There is also a disproportionate volume of referrals from single parent households the majority of whom are women. A reduction of capacity will therefore have a consequential bigger impact on the above groups.

Referrals to the Fit Like Service highlight the six priority family types identified as being at highest risk of child poverty: lone parent families, minority ethnic families, families with a disabled adult or child, families with a younger mother (under 25), families with a child under one, and larger families (three or more children) make up the many of the referrals.

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?

Data from the Fit Like Service is reported into the CS Board. Over 50% of referrals to the Fit Like Service have identified parental mental health and wellbeing as an area of concern. If taken this budget option will result in a reduced resource to support vulnerable children and families and their families who have identified mental health and wellbeing needs.

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

This proposal has been discussed with the affected staff and the wider CSW management team. It has also been shared with agencies who collaborate together to deliver the Fit Like Service.

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?

Aberdeen City Council launched a three-part public consultation around the 2024/25 Budget and future spending plans from July 2023 to January 2024. In part 1, which ran throughout July 2023, people were asked to award points across different service areas to indicate where they thought the council's

spending priorities should be. In part 2, the public could either increase, decrease or not change the level of expenditure in areas listed. In part 3, which took place throughout January 2024, there were two face to face sessions for the public to attend and an online consultation. There were 3,179 responses to part 1, 2,564 responses to part 2 and 285 responses to part 3. Included in all parts of the consultation was a specific question regarding the provision of a stopping CSW from delivering Teir 2 interventions.

3.4 What mitigations can be put in place?

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

None identified.

With mitigations in place, what is the new overall rating of the negative impact(s)?	High	
	Medium	X
	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
Article 6: Right to a fair trial		X	
Article 7: No punishment without law		X	
Article 8: Right to respect for private and family life, home and correspondence	X		
Article 9: Freedom of thought, belief and religion		X	
Article 10: Freedom of expression		X	
Article 11: Freedom of assembly and association		X	
Article 12: Right to marry and start a family		X	
Article 14: Protection from discrimination in respect of these rights and freedoms		X	
Article 1 of Protocol 1: Right to peaceful enjoyment of your property		X	
Article 2 of Protocol 1: Right to education		X	
Article 3 of Protocol 1: Right to participate in free elections		X	

4.2 In what way will the policy impact Human Rights?

If this option is taken then it is likely to result in more children, young people and families being referred to CSW and consideration having to be given to the need for statutory intervention. The Fit Like Service provides early intervention support at a target level to mitigate the need for this, supporting the right to family.

4.3 What mitigations can be put in place?

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

None Identified

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

No – negative impact remains

X

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

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

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

Withdrawal of resource runs contrary to the prevention agenda & will diminish capacity of the Fit Like Service while simultaneously increasing demand on CSW. Over 50% of referrals to the Fit Like Service have identified parental mental health and wellbeing as an area of concern. If taken this budget option will result in a reduced resource to support vulnerable children and families and their families who have identified mental health and wellbeing needs.

It will also undermine the integration and partnership approach that we are culturally seeking to develop.

5.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?		
Minimal – this would increase demand on Universal services and simultaneously increase demand on CSW. In effect many children, young people and families will not get the support an assessment of their needs suggests is required.		
If mitigations are in place, does this remove the negative impact?	No – negative impact remains	X
	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?
This budget proposal will impact on 6 staff members, all of whom are women. If this budget option is taken redeployment opportunities will be explored within CSW and across the Council.
Overall summary of changes made as a result of impact assessment.
Negative impact.
Outline of how impact of policy will be monitored.
Data will continue to be tracked on service demand coming into the Fit Like Service and into Children's Social Work.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
It is not recommended that this option is taken.

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Date	19/2/24
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Date	19/2/24