

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
Externally Commission local Children's Homes
1.2 What does this policy seek to achieve?
Externally commission ACC c/home provision. The running costs of the commissioned c/home is marginally lower than that of ACC C/homes (approx. £50K). This is principally due to staff terms and conditions. Each 3 rd contributes to the full running costs in cash and kind.
1.3 Is this a new or existing policy?
New
1.4 Is this report going to a committee?
Going to Council Budget
1.5 Committee name and date:
6 March 2024
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
CSW - 08

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?

- Our children's homes provide love, care and accommodation to young people, aged 12 – 21 who cannot live within a family setting. They have complex and enduring needs as a result of early life trauma and neglect. This includes concerns in relation to their mental and psychological wellbeing.
- These settings are the young peoples homes. Many are placed in our care via a statutory provision. Stability of care and a relational approach are critical to improving their long term outcomes.
- Our children's homes also provide places of refuge for asylum seeking individuals who arrive in our city.

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?

- Data held on the age and needs of our young people.
- Evidence from the Care Inspectorates independent evaluations, evidences the provision of high quality care.

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

Staff who work in our Children's Homes are aware of this option. They are clear they would want to remain employed by Aberdeen City Council, than transfer to a different employer via TUPE arrangements.

This is not a proposal that Officers are recommending due to the risk this option could have the unintended consequence of increasing the risk to young people being placed in an out of authority placement at increase cost to the Council.

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 review of delivery model for local children's homes.

Feedback from those who have contributed to the consultation activity has not been supportive of this budget option.

2.4 What mitigations can be put in place?

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

TUPE arrangements would support a managed transition of employment but this is likely to be demoralising for staff, not simply this who work in our children's homes.

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

High	
Medium	
Low	X
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 vast majority of children living in our children's homes come from families who live in SIMD 1 or 2 areas. They will likely have experienced poverty in early childhood. Recognising the corrosive impact of living in poverty has the importance of safe and stable care is critical to young people who cannot remain within the care of their family.

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?

Although young people in our children's homes originate from SIMD 1 & 2 areas, this option would not have an impact their socio-economic circumstances.

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

See above

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?

See above.

3.4 What mitigations can be put in place?

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

Managed TUPE arrangements will seek to mitigate the impact on young people and staff.

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

High

Medium

Low

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?

None identified.

4.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?	
Not applicable.	
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
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?

Transferring responsibility for the care of children from Aberdeen City Council delivery to that of a 3rd Sector provider will inevitably cause disruption for the young people. It is also likely to be unsettling for staff many of whom may look to secure alternative employment with the Council or elsewhere. This context creates uncertainty for children who will already have experienced much upheaval in their lives. Accepting this option would consequently not be in their best interests and could see a number of young people having to be placed in out of authority placements at increased cost to the council.

5.3 What mitigations can be put in place?

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

Managed TUPE planning.

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 option would have an impact on 50 -60 staff. It is assessed that the majority of staff would not favour a change of employment given the financial impact on them and their service with the Council. This could see a number leave their role, a role which we know is extremely challenging to recruit to. This in turn will further compound the impact on young people.

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

Negative

Outline of how impact of policy will be monitored.

Placement breakdowns.
Impact on budget.

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

This option is not supported by officers.

Assessment Author	
Date	
Chief Officer	Graeme Simpson
Date	19/2/24