



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
New Operating Model for Beach Ballroom
1.2 What does this policy seek to achieve?
Reduction in costs to Aberdeen City Council by moving the Beach Ballroom to another operating model
1.3 Is this a new or existing policy?
New
1.4 Is this report going to a committee?
Yes – as part of 2024 budget report
1.5 Committee name and date:
Council - 6 March 2024
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
CG4

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					
Marriage and Civil Partnership					
Pregnancy and Maternity					
Race			X		
Religion or Belief			X		
Sex			X		
Sexual Orientation					

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

The Beach Ballroom hosts a number of free and subsidised events for people with protected characteristics to meet wider Council objectives, other event organisers are assisted to find funding to enable their charitable and community functions to take place. There is a risk that under a different operating model that they will no longer take place, or be more expensive.

AGE

- There are 7 staff at the Beach Ballroom over the age of 60 who would be directly affected.
- Older people attend tea dances and lunches 8 times per year. Total attendance is c.1000 annually, of which around 700 individuals due to repeat attendance.

DISABILITY

- Many of the older attendees above have disabilities including visual and hearing impairment, and mobility issues requiring special access arrangements.
- Some of the attendees above have alzheimers and dementia – numbers of people affected by hidden disabilities are hard to quantify. During the Covid-19 pandemic families and other carers noted the negative impact of event cancellation on these participants.
- The Ballroom hosts 12 discos a year with Cornerstone (Scottish social care charity) with around 130-200 participants per event. Total attendance is c.2000 per year, of which around 450 individuals. This includes people of all ages and disabilities, but particularly young people with learning disabilities.
- The Ballroom has regularly hosted groups from care homes in the city across all event categories. Numbers are difficult to gauge, but would be in excess of 100 annually.

SEX

- The majority of permanent staff at the Beach Ballroom are female (7)
- The Ballroom also employs 45 female staff on a Relief basis, offering regular hours for evening and weekend work. Many of this team balance work with caring responsibilities.

RACE

- There are 21 staff from minority groups employed by or regularly working at the Beach Ballroom

RELIGION or BELIEF

- The Ballroom hosts 4 large prayer services each year with c.400 attending each event.

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?

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 new operating model for the Beach Ballroom.

Part 3 of a the consultation included the following notes

- Following a redevelopment the Ballroom would be 'more accessible to allow people with disabilities and the elderly to enter through the front door' – the comment indicating that this could be a squandered opportunity under a new operating model. The respondent also noted that 'the staff at the Ballroom are extremely helpful and understanding when assisting patrons with disabilities, this might not continue with a private operator.'
- Another member of the public commented that they 'would want a stipulation that events etc continue to involve older people and those with disabilities' if the operating model was to change.

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

Officers consulted:

Beach Ballroom Manager

Business Development Manager

Service Manager – Commercial

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)?

Local Rotary Clubs and District Rotary Executive, plus Cornerstone have given their feedback the Ballroom Manager.

2.4 What mitigations can be put in place?

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

Mitigations could be built into the contract of a future operating model, stipulating the continuation of events outlined with inflationary rises. This would likely result in ACC paying the difference between the operators standard hire/service rates and the rate offered to the client. Smaller lunches might be

accommodated at the Cowdray Hall, but costs would rise under the private catering provider at that venue.

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 Ballroom has a team of 93 Relief staff. They are employed on Council terms and conditions and are paid at rates at or above the Real Living Wage. There is a likelihood that their terms, conditions and pay would be negatively impacted under a different operating model.

The nature of hospitality is that permanent staff are typically from lower socio-economic groups and may have no education beyond secondary school level. Should Ballroom staff members be displaced, the Council would offer training and development opportunities, as well as recognise transferable skills.

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?

An internal audit of the current Beach Ballroom team.
A review of hospitality pay in Aberdeen by referencing currently available job opportunities in equivalent roles at other venues.

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

Discussion regarding team members by Service Manager – Commercial, Business Development Manager, Ballroom Manager.

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?

The staff at the Beach Ballroom were consulted before the budget saving options became public knowledge. There is considerable trepidation about the future of their jobs, any transfer to a new operating model, and the likely reduction in their contractual terms & conditions and rates of pay. Some fear that factors including their age, long service, spoken or written English, and lack of formal qualifications will make it difficult for them to find other employment.

3.4 What mitigations can be put in place?

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

A future contract could stipulate that existing permanent staff are transferred across to a new operator on the terms of their current contracts under a Transfer of Undertakings (Protection of Employment) – TUPE scheme.

A TUPE scheme would not apply to Relief staff who are classed as ‘workers’ rather than ‘employees’. Further legal advice would need to be sought as to whether any mitigation could be offered under a different operating model.

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?

No impact on human rights has been identified

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
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		X	

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

No impact on the rights of Children and Young People has been identified

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

Any further positive or negative impacts on individuals or groups that have been considered?
None
Overall summary of changes made as a result of impact assessment.
Awaiting instruction
Outline of how impact of policy will be monitored.
Depending on the budget outcome conversations and consultations would begin with People & Organisational Development, the trades unions, and Council Legal teams.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
The policy would result in job losses for Relief workers. Where contractual arrangements with the private sector are concerned we cannot at present determine whether negative impacts on groups with Protected Characteristics can be fully mitigated as this would depend on tender restrictions and any bids received. Where Council funding would be needed to ensure mitigation there can be no commitment at this point on future budget spend.

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