

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 exhibition or promotion support at Offshore Europe shows
1.2 What does this policy seek to achieve?
£15k saving in 2025/26; and £30k saving in 2027/28
The proposal outlines a reduction in funding to support to Off-Shore Europe. Typically, this would include promoting the city and its assets such as museums, theatre and hospitality sector to conference attendees (c.30,000), provision of traffic management and enhancing transport connectivity to the city centre via additional shuttle buses.
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:
CG06

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?			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?

No impact.

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 economic impact of the OE conference on the city of Aberdeen that occurs bi-annually was for OE 2023 estimated at £27million. During Offshore Europe hotels, transport, hospitality, all see a rise in footfall and increase staffing to accommodate the visitors to the city.

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

The team have regular meetings with partners, including the conference venue, conference organisers, Visit Aberdeenshire, Aberdeen Inspired and city businesses and organisations such as the hotels association to discuss the delivery and maximising the impact of c. 30,000 visitor coming to the city.

The team are part of developing the Aberdeen Investment Zone proposal, which will have a focus on energy and along with the regional partners will have a role in showcasing the region at Offshore Europe.

There are opportunities through OffShore Europe to build on the regions Skills and Employability Pipeline offer in relation to developing the future work force.

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)?

Having reviewed the data from the phase 2 budget consultations there were no clear links to protected characteristics.

There a very small number of comments and these focused on seeking alternative funders to support the conference.

2.4 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	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?

OE2023 had an economic impact of an additional impact c.£27million on the city's economy, through reducing the spend there may be a reduction in the impact of the conference that could contribute to a loss of jobs in the hospitality sector.

As the City embraces the transition to green energy there is an opportunity to showcase the wealth of supply chain businesses and innovations that the region has to offer at this event, which will secure jobs and prosperity for the city.

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 economic impact of the OE conference on the city of Aberdeen that is occurs bi-annually was for OE 2023 estimated at £27million. This comes through from use of hotels, transport, hospitality, and employment.

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

The team have regular meetings with partners, as noted above, and council officers working in the city centre and the planning, delivery and impact of Offshore Europe is on the agenda for these meetings.

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?

Having reviewed the data from the phase 2 budget consultations there were no clear links to protected characteristics.

There a very small number of comments and these focused on seeking alternative funders to support the conference.

3.4 What mitigations can be put in place?

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

Team will look to find alternative funding sources to replace the reductions proposed and work with the conference organisers to ensure that they understand that the council recognises the importance it has within the city and the steps we are taking to mitigate the proposed reduction in budget.

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

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

No impacts on the rights of Children and Young People have 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?
No
Overall summary of changes made as a result of impact assessment.
None
Outline of how impact of policy will be monitored.
We work closely with partners and engage with them and the relevant groups.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.

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Date	22 February 2024
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