

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
End of 3 Year Funding to Our Union Street
1.2 What does this policy seek to achieve?
This proposal seeks to make a budget saving of £33,300 per annum, from 2026/27 onwards.
At Council’s Budget setting on 1 March 2023, £100,000 was allocated to Our Union Street, to be paid in equal instalments over the financial years 2023/24, 2024/25 and 2025/26. This is to support regeneration activities in the city centre, with the support of the Council and other city centre partners to ensure projects are synergised and impact maximised. The organisation also receives financial support from other city centre partners.
This proposal is to terminate the funding following the initially agreed 3-year period of support.
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, Budget Meeting - 6 March 2024
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
CG12

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?

There is a high degree of national and local interest in relation to the regeneration of city and town centres. This is addressed through national policy (Scotland's National Strategy for Economic Transformation, Scottish Cities Alliance City Centre Recovery Taskforce) and Council policies such as the City Centre and Beach Masterplan and the Union Street Empty Shops Action Plan and Grant Scheme.

These policies recognise the importance of collaborating with a wide range of city centre stakeholders and partners in order to create the conditions for change in the short-term, and co-ordinate activities over the longer term. These stakeholders include – Our Union Street, Aberdeen Inspired, Aberdeen and Grampian Chamber of Commerce, Scottish Enterprise, community councils and businesses.

Data considered includes city centre footfall benchmarks, visitor numbers, rates data and vacancy rates. This data does not relate to protected characteristics.

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

There is regular engagement between Council officers and the city centre partners listed above in order to support current and planned activity aligning with policy.

Our Union Street launched a public engagement exercise via online questionnaire in March 2023 which resulted in over 1600 suggestions. These were shared with the public at a meeting at the Music Hall,

distilled into 17 themes for an initial white paper, and following further consultation, 5 immediate action areas were reached. Our current funding will support activity in these areas.

Continued consultation and engagement with partner organisations will be essential in ensuring policy is dovetailed, and impact maximised.

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 related comments, focused on the need to continue to invest in the city centre/Union Street to make it more appealing to residents and visitors.

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
	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?

No impact.

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?

There is a high degree of national and local interest in relation to the regeneration of city and town centres. This is addressed through national policy (Scotland's National Strategy for Economic Transformation, Scottish Cities Alliance City Centre Recovery Taskforce) and Council policies such as the City Centre and Beach Masterplan and the Union Street Empty Shops Action Plan and Grant Scheme.

These policies recognise the importance of collaborating with a wide range of city centre stakeholders and partners in order to create the conditions for change in the short-term, and co-ordinate activities over the longer term. These stakeholders include – Our Union Street, Aberdeen Inspired, Aberdeen and Grampian Chamber of Commerce, Scottish Enterprise, community councils and businesses.

Data considered includes city centre footfall benchmarks, visitor numbers, rates data and vacancy rates. Improved vacancy rates, through reoccupation of vacant units with new businesses, will create increased employment opportunities in the city centre which may have a positive impact on some from those groups above.

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

There is regular engagement between Council officers and the city centre partners listed above in order to support current and planned activity aligning with policy.

Our Union Street launched a public engagement exercise via online questionnaire in March 2023 which resulted in over 1600 suggestions. These were shared with the public at a meeting at the Music Hall, distilled into 17 themes for an initial white paper, and following further consultation, 5 immediate action areas were reached. Our current funding will support activity in these areas.

Continued consultation and engagement with partner organisations will be essential in ensuring policy is dovetailed, and impact maximised.

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 related comments, focused on the need to continue to invest in the city centre/Union Street to make it more appealing to residents and visitors.

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
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.

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 impact.

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?

The activity being undertaken by Our Union Street is being led through public engagement - all have had the opportunity to contribute to online or in-person to how we regenerate Union Street. Our Union Street has a visible presence on Union Street and welcome the public, as well as potential and current business owners on the street, to stop by at any time with their suggestions.

By working together with city centre partners, and supporting policy and projects to be achieved, the positive impacts of a regenerated high street, including economic benefits (new businesses, new jobs), social benefits (meeting places, events) and environmental benefits (improved public realm) will be enjoyed by all in the city, as well as visitors.

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

N/A

Outline of how impact of policy will be monitored.

Impact of the policy will be monitored through continued collaboration with city centre partners, including attending Our Union Street Board meetings as observer, as agreed. It will also be monitored through review of footfall, visitor number, rates and vacancy data.

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

N/A

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Date	26/02/2024