

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

Cease all School Crossing Patrol provision

1.2 What does this policy seek to achieve?

The aim of the proposal is to remove the budget for Priority 1 School Crossing Patrol service, which will in effect cease the service in its entirety. This would deliver an indicative budget saving of £85k.

Remove all Priority 1 School Crossing Patrollers (SCP) provided by the Council. This option would most likely see employees in a redundancy situation. Redeployment opportunities are slim to non-existent as staff group are predominantly beyond normal retirement age and only work between 5 and 7.5 hours per week.

SCPs are hugely valued within local communities and are many customers first contact with Council services on a (school) daily basis. That being said, Road Safety GB guidelines are absolutely clear, that ultimate responsibility for ensuring children get to and from school safely rests with parents and carers.

All SCPs are employed on short hours permanent contracts. Ceasing the service altogether would likely mean redundancy as the only viable option, as there are extremely limited redeployment opportunities for the workforce. That being said, an alternative way of achieving the saving would be for the option to be taken forward by attrition, the service would not fill posts where the SCP resigns or retires, until such time as all have left the organisation naturally.

The proposal aims to bring about an £85,000 annual budget saving.

1.3 Is this a new or existing policy?

Repeated from previous year’s budget proposals. Budget proposal was not taken by Council.

1.4 Is this report going to a committee?

Will be considered as part of the 2024/25 budget proposals

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:

OSM-09

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			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?

The option would negatively impact on the staff group who are predominantly elderly. It would also negatively impact on our children and young people, particularly primary school aged children.

The option may also negatively impact on Mothers, who are generally children's primary care givers.

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?

Knowledge of the Janitorial (SCP) Service workforce and of the customer base attending or visiting our schools.

Janitorial service staffing reports.

Data from the phase 2 consultation process has been reviewed and the option is clearly unpopular with the citizens of Aberdeen due to concerns for the safety of children and young people. There were some suggestions that parents should take more responsibility for their children's transport, which aligns with Road Safety GB guidelines.

There were no additional concerns for impacts on people with protected characteristics, other than those which had been highlighted by the service pre-consultation.

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

Chief Officers from all other services have had sight of all budget options being put forward.

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 proposal to cease all School Crossing Patrol provision.

In part 2, 71% of respondents wanted no reduction in expenditure, with only 10% in favour of a 50% reduction and 19% in favour of a 100% reduction.

There were no positive comments received in part 3 with all commentary being against the proposal proceeding, with a selection of comments below:

"Removing crossing patrols is dangerous for children, especially those new to the UK (ethnicity), and those with disabilities, seen or unseen. Any savings will be wiped out the first time a kid is killed and the council is sued over it."

"Cease school crossing provisions will lead to more road accidents involving car and children. Rush hour is already an extremely busy time, what would be the benefit in taking away a provision that keeps all children safe while crossing the road."

"As for children going home from school crossing over Wellington road to Torry as you will be aware of is a very busy road i do hope ACC are aware of this and have a plan to advert any accidents ."

"In the interests of being constructive, school road crossing could potentially be undertaken by parents."

"Has the risk of liability been looked at if school crossing patrols are removed?"

"If a child is hit by a car whilst crossing the road outside school where there is no crossing patrol, or one contracts an illness because of an unclean school the Council could be held responsible"

2.4 What mitigations can be put in place?

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

Road Safety GB guidelines are absolutely clear, that ultimate responsibility for ensuring children get to and from school safely rests with parents and carers. If the proposal was to go ahead, then parents and carers would need to assume that ultimate responsibility.

This should be coupled with increased educational input around road safety.

Consultation would be undertaken with the employee group and Trade Union representatives. All employees affected by a cessation of service option would find themselves in a redeployment situation and would enter that process. It has to be said, however, that the age demographic of the employee group, the post grade and the nature of the short hours and term-time contracts, redeployment opportunities would be extremely limited.

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

Option would affect some of our lowest paid employees, who will already be most impacted by the financial consequences of the pandemic and subsequent cost of living crisis. All employees are on the G4 point of the salary scale and the workforce is predominantly elderly.

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?

From our knowledge of the staff group, we know that the workforce is predominantly elderly. We know from our salary scales that School Crossing Patrollers are on the G4 salary scale.

Data from the phase 2 consultation process has been reviewed and the option is clearly unpopular with the citizens of Aberdeen due to concerns for the safety of children and young people. There were some suggestions that parents should take more responsibility for their children's transport, which aligns with Road Safety GB guidelines.

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

Chief Officers from all other services have had sight of all budget options being put forward.

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?

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“As for children going home from school crossing over Wellington road to Torry as you will be aware of is a very busy road i do hope ACC are aware of this and have a plan to advert any accidents .”

“In the interests of being constructive, school road crossing could potentially be undertaken by parents.”

“Has the risk of liability been looked at if school crossing patrols are removed?”

“If a child is hit by a car whilst crossing the road outside school where there is no crossing patrol, or one contracts an illness because of an unclean school the Council could be held responsible”

3.4 What mitigations can be put in place?

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

Consultation would be undertaken with the employee group and Trade Union representatives. All employees affected by a reduction in service option could find themselves in a redeployment situation and would enter that process. It would be hoped that through natural wastage, vacancy management and repurposing employees to clean other properties, no remaining employees will suffer financial detriment.

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

School Crossing Patrol service can be seen as an enabling service which assists children and young people to get to and from school safely. Removal of service may make that journey to school more problematic and may impact upon attendance.

4.3 What mitigations can be put in place?

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

Removal of Crossing Patrol service would be communicated to all parents and carers of Primary School pupils in advance of service cessation. Communications would advise parents and carers that SCP service provision is non-statutory and that Road Safety GB guidelines advise that ultimate responsibility for ensuring children and young people get to and from school safely rests with parents and carers.

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?

Removal of School Crossing Patrol service would place our children and young people at greater risk from becoming involved in a road traffic incident.

Ultimate responsibility for children getting to and from school safely rests with parents and carers.

School Crossing Patrol service can be seen as an enabling service which assists children and young people to get to and from school safely. Removal of service may make that journey to school more problematic and may impact upon attendance.

5.3 What mitigations can be put in place?

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

Removal of Crossing Patrol service would be communicated to all parents and carers of Primary School pupils in advance of service cessation. Communications would advise parents and carers that SCP service provision is non-statutory and that Road Safety GB guidelines advise that ultimate responsibility for ensuring children and young people get to and from school safely rests with parents and carers.

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?
No other impacts considered.
Overall summary of changes made as a result of impact assessment.
No changes.
Outline of how impact of policy will be monitored.
Through discussion with the Education/Estates/Facilities Management group and direct discussion with School Head Teachers.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
<p>There is a requirement to ensure the Council sets a balanced budget, which requires difficult decisions to be taken and this includes proposals with negative impacts. School Crossing Patrol is a non-statutory service.</p> <p>That being said, the service cannot justify this proposal going ahead, as the School Crossing Patrol Service is a critical enabling service, the importance the service plays in ensuring our children and young people get to and from school safely each day is absolutely paramount.</p> <p>This option would require for employees to be redeployed or made redundant. As such, this IIA should be read in conjunction with IIA Workforce Reduction, Restructure and Redesign</p>

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Date	02/02/2024
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