

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
Reduction in roads winter provision and reduced level of response to flooding and pothole repairs
1.2 What does this policy seek to achieve?
The proposal is to reduce the levels of resource that provide response to winter, flooding, and emergency operations. This in turn, would have an impact on slips, trips and falls in relation to a reduction of gritting of footways and carriageways. Pothole repairs would also be reduced due to it being the same resource that delivers these functions.
**Add in what currently covered **
1.3 Is this a new or existing policy?
This is a new proposal
1.4 Is this report going to a committee?
Yes
1.5 Committee name and date:
Full Council – 6 th March 2024
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
OSR-10

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?

Reduction of treated routes during winter condition would lead to routes treatment for access to main hospital facility only. This would reduce the mobility of many vulnerable groups to get around the city and communities to carry out their daily activities.

Limited response to flood events, only attending risk to property where possible. Limited response to emergency incidents, with normal working hour response only please demand on Road's policing. Pothole repair reduction placing risk to claims and may leave the council unable to secure insurance.

Service standard would be significantly reduced with personal injury claims are likely to rise. This increases the risk of judicial review relating to statutory failure.

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 response to climate impact is increasing, and in the main, is focussed on emergency resilience operations including winter and flood events. As such, this is the most significant part of the revenue funded resource within roads. To meet budget pressures, this is one of the few areas that has revenue funding that can be reduced to meet the budget targets from roads teams.

Personal injury claims have previously risen when reduction of service level have been carried out and the risk to claims increase is likely to rise where such a resource is reduced. This would have a direct impact on public health risk and there is an increased risk that will see a demand placed on NHS around injury due to increased numbers of slips, trips, and falls.

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)?

Budget consultation phases 1 and 2. Public budget consultation events have also been held at both Town House (12 Jan 2024) and Aberdeen Grammar School (23 Jan 2024), with a further opportunity for feedback to be submitted online open until 26 Jan 2024.

Phase 1 consultation received general feedback that reducing this level of service would not be welcomed by the public.

Phase 2 consultation seen a more focused concern raised regarding safety by those with protected characteristics of Sex and Age, specifically woman and those of vulnerable age groups. Further concern was raised regarding Disabilities and the impact this would have relating to accessibility.

2.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?		
No mitigation available		
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?

The draft Local Transport Strategy that is currently out for consultation states that “Establishing the figure for households without access to a car is difficult. Annual surveys carried out by the Council and Nestrans since 2017, suggest it is around 15%. However, the 2011 Census, now quite outdated but still the most comprehensive data source in Scotland, indicates around 30%. What is known is that this is not a blanket figure across the city. Some of the lowest income areas are in excess of 50%. What this demonstrates is that a transport network, built primarily around the car, is unlikely to adequately serve at least 15% of Aberdeen’s population and especially disadvantage those in lower income areas of the city.” This option disproportionately impacts households with low car ownership who may have to walk or cycle on untreated roads, decreasing their access to services.

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?

[Draft Aberdeen Local Transport Strategy \(2023-2030\) consultation - Aberdeen City Council - Citizen Space](#)

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?

Budget consultation phases 1 and 2. Public budget consultation events have also been held at both Town House (12 Jan 2024) and Aberdeen Grammar School (23 Jan 2024), with a further opportunity for feedback to be submitted online open until 26 Jan 2024.

3.4 What mitigations can be put in place?

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

None

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 potential impact to Human Rights 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 potential impact to right of Children and Young People 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?

Consideration to the risk of staff reduction has been taken account of and redeployment to similar roles where vacancies allow will be a focus. This IIA links to the following below;

[1. IIA Workforce Reduction, Restructure and Redesign](#)

[2. IIA Recruitment and Selection Processes \(including. Redeployment, Job Matching and Selection for Development Opportunities\)](#)

[3. IIA Job Evaluation Scheme](#)

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

The impact to vulnerable groups, including those with protected characteristic detailed in thin this IIA will be impacted by this policy and

Outline of how impact of policy will be monitored.

Claims data will be monitored.

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

There will remain negative impacts relating to protected characteristics that cannot be mitigated against.

Assessment Author	Neale Burrows
Date	16 th February 2024
Chief Officer	Mark Reilly
Date	16 th February 2024