

# 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

<b>1.1 Title</b>
Introduction of a Workplace Parking Levy
<b>1.2 What does this policy seek to achieve?</b>
The Transport (Scotland) Act 2019 (introduced a discretionary workplace parking licensing (WPL) power available to local authorities. It will be for the local authority to decide whether they wish to use that power and to shape proposals to suit local circumstances.
A Workplace Parking License (WPL) would see employers pay an annual levy to the council for every parking space they provide for employees, with the revenue raised supporting the local transport strategy, for example to encourage walking, cycling and public transport.
Workplace parking licensing has the potential to be a key tool for local authorities to help us reach net zero, by encouraging the use of more sustainable travel modes, reducing congestion and tackling harmful emissions.
Local authorities who are considering WPL will have to undertake their own consultation and impact assessments before deciding whether to implement such a scheme and how it should be designed and operate in their area.
<b>1.3 Is this a new or existing policy?</b>
New
<b>1.4 Is this report going to a committee?</b>
Yes – as part of 2024 budget report
<b>1.5 Committee name and date:</b>
Council - 6 March 2024

**1.6 Report no and / or Budget proposal number and / or Business Case reference number:**

Budget proposal SPP08

## 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		
<a href="#">Age</a>		X			
<a href="#">Disability</a>				X	
<a href="#">Gender Reassignment</a>		X			
<a href="#">Marriage and Civil Partnership</a>		X			
<a href="#">Pregnancy and Maternity</a>		X			
<a href="#">Race</a>		X			
<a href="#">Religion or Belief</a>		X			
<a href="#">Sex</a>		X			
<a href="#">Sexual Orientation</a>		X			

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

The workplace parking levy (WPL) would levy is an annual charge per parking place for employers in designated areas of Aberdeen. Disabled parking spaces and 'blue light' services are exempt.

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?**

**Internal:** Based on the Nottingham experience internal analysis suggests the levy could raise £3m a year.

**External:** The workplace parking levy (WPL) was introduced in 2012 and applies to the administrative area of Nottingham City Council. The levy is an annual charge of £415 per parking place for employers with 11 or more spaces for 2019-20. The levy raises £9 million a year which is used to fund improvement to public transport in the city and costs around £500,000 a year to run.

The city has used the money to bid for other sources of match funding in investment into the city: for every £1 raised, £3-4 of other funding is levered in. The Department for Transport matched £221 million of local funding that included the WPL with £432 million for the extension of the city's tram network. Public transport usage is now among the highest of any city in the UK. Research indicates that the levy has significantly contributed to a 33% fall in carbon emissions, and a modal shift which has seen public transport use rise to over 40%.

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

Discussions with officers, Nottingham City Council and Scottish Government officials.

**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 implementing a workplace parking levy.

54% of respondents to the consultation chose to not implement the levy as currently set, with 46% deciding to indicate that at least some levy should be considered.

In the responses were concerns raised that staff at North East Sensory Services (NESS) need their cars to travel to support people with significant impairment in their homes. The concern is that NESS couldn’t afford to pay for such a levy and that it could impose significant financial burdens on staff if passed on.

There is also a concern that larger businesses could leave the city if a levy was imposed for cheaper premises in out-of-town business parks. This could impact the regeneration of the city centre and older people and disabled people may struggle to get to out of town business parks. Concerns were also raised that the levy could impact on city centre footfall.

2.4 What mitigations can be put in place?

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

Workplace parking licensing has the potential to be a key tool for local authorities to help us reach net zero, by encouraging the use of more sustainable travel modes, reducing congestion and tackling harmful emissions all of which are important components in regenerating the city.

Key Provisions:

- It will be for local authorities to decide whether they wish to implement WPL locally and to shape proposals to suit local circumstances
- Local authorities will be required to undertake consultation and impact assessments **before implementing a WPL scheme**. This will include a consideration of the impact on particular groups that rely on the car to support vulnerable groups in the city.
- Local authorities may use revenues from the workplace parking levy to support the policies in their Local Transport Strategy
- Parking places reserved for Blue Badge holders, for healthcare workers at NHS premises, and parking places at hospices will be exempt from WPL charges

**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?

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#### 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?**

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**External:** The workplace parking levy (WPL) was introduced in 2012 and applies to the administrative area of Nottingham City Council. The levy is an annual charge of £415 per parking place for employers with 11 or more spaces for 2019-20. The levy raises £9 million a year which is used to fund improvement to public transport in the city and costs around £500,000 a year to run.

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

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

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**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: <a href="#">Right to a fair trial</a>		X	
Article 7: <a href="#">No punishment without law</a>		X	
Article 8: <a href="#">Right to respect for private and family life, home and correspondence</a>		X	
Article 9: <a href="#">Freedom of thought, belief and religion</a>		X	
Article 10: <a href="#">Freedom of expression</a>		X	
Article 11: <a href="#">Freedom of assembly and association</a>		X	
Article 12: <a href="#">Right to marry and start a family</a>		X	
Article 14: <a href="#">Protection from discrimination in respect of these rights and freedoms</a>		X	
Article 1 of Protocol 1: <a href="#">Right to peaceful enjoyment of your property</a>		X	
Article 2 of Protocol 1: <a href="#">Right to education</a>		X	
Article 3 of Protocol 1: <a href="#">Right to participate in free elections</a>		X	

4.2 In what way will the policy impact Human Rights?

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

4.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?		
None		
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
<b>Article 1:</b> definition of the child		X	
<b>Article 2:</b> non-discrimination		X	
<b>Article 3:</b> best interests of the child		X	
<b>Article 4:</b> implementation of the convention		X	
<b>Article 5:</b> parental guidance and a child's evolving capacities		X	
<b>Article 6:</b> life, survival and development		X	
<b>Article 7:</b> birth registration, name, nationality, care		X	
<b>Article 8:</b> protection and preservation of identity		X	
<b>Article 9:</b> separation from parents		X	
<b>Article 10:</b> family reunification		X	
<b>Article 11:</b> abduction and non-return of children		X	
<b>Article 12:</b> respect for the views of the child		X	
<b>Article 13:</b> freedom of expression		X	
<b>Article 14:</b> freedom of thought, belief and religion		X	
<b>Article 15:</b> freedom of association		X	
<b>Article 16:</b> right to privacy		X	
<b>Article 17:</b> access to information from the media		X	
<b>Article 18:</b> parental responsibilities and state assistance		X	
<b>Article 19:</b> protection from violence, abuse and neglect		X	
<b>Article 20:</b> children unable to live with their family		X	
<b>Article 21:</b> adoption		X	
<b>Article 22:</b> refugee children		X	
<b>Article 23:</b> children with a disability		X	
<b>Article 24:</b> health and health services		X	
<b>Article 25:</b> review of treatment in care		X	
<b>Article 26:</b> social security		X	
<b>Article 27:</b> adequate standard of living		X	
<b>Article 28:</b> right to education		X	
<b>Article 29:</b> goals of education		X	
<b>Article 30:</b> children from minority or indigenous groups		X	
<b>Article 31:</b> leisure, play and culture		X	
<b>Article 32:</b> child labour		X	
<b>Article 33:</b> drug abuse		X	
<b>Article 34:</b> sexual exploitation		X	
<b>Article 35:</b> abduction, sale and trafficking		X	
<b>Article 36:</b> other forms of exploitation		X	
<b>Article 37:</b> inhumane treatment and detention		X	
<b>Article 38:</b> war and armed conflicts		X	
<b>Article 39:</b> recovery from trauma and reintegration		X	
<b>Article 40:</b> juvenile justice		X	
<b>Article 41:</b> respect for higher national standards		X	
<b>Article 42:</b> knowledge of rights		X	

<b>Optional</b> Protocol on a Communications Procedure			
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5.2 In what way will the policy impact the rights of Children and Young People?

Having reviewed the data from the phase 2 budget consultations there were no clear links to the rights of Children and Young People.

5.3 What mitigations can be put in place?

<b>What mitigations are there against any negative impacts (if applicable)?</b>		
None		
<b>If mitigations are in place, does this remove the negative impact?</b>	No – negative impact remains	X
	Yes – negative impact reduced	
	Yes - negative impact removed	

6: Sign Off

<b>Any further positive or negative impacts on individuals or groups that have been considered?</b>
None
<b>Overall summary of changes made as a result of impact assessment.</b>
None
<b>Outline of how impact of policy will be monitored.</b>
The policy will be monitored and evaluated and issues around funds raised, administration costs, impact on groups with protected characteristics and other groups, impact on the city’s business stock, emissions and travel patterns being considered.
<b>If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.</b>
Workplace parking licensing has the potential to be a key tool for local authorities to help us reach net zero, by encouraging the use of more sustainable travel modes, reducing congestion and tackling harmful emissions all of which are important components in regenerating the city.

<b>Assessment Author</b>	Jamie Coventry
<b>Date</b>	21/02/2024
<b>Chief Officer</b>	Julie Wood
<b>Date</b>	26/02/2024