

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
Disband uplift for weekend working (museums and gallery)
1.2 What does this policy seek to achieve?
The purpose of this IIA is to seek to reduce expenditure through disbanding the +% uplift for weekend hours worked, where weekend work is part of regular contracted working pattern.
1.3 Is this a new or existing policy?
New
1.4 Is this report going to a committee?
Yes
1.5 Committee name and date:
Budget Meeting, Council, 6 March 2024
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
CG10

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?

Employee impact

Where we seek to disband the uplift, it is acknowledged that the impact will be across all protected characteristics however staff primarily impacted are likely to be from older and younger age brackets such as students who will be employed alongside their studies and people who have retired from full-time positions, and/or people who have school-age children and share their care with a partner.

There are socio-economic impacts for people losing a portion of their take-home-pay, especially during the current economic climate. Those who are from disadvantaged backgrounds will be impacted more.

Employees will be affected by change processes. Some employees may find this easier than others. Some employees may require additional support through change processes. It is acknowledged that some neurodiverse employees may find the change process more difficult and will require extra care and support. Some employees, particularly those newer into their careers, may have never been affected by similar change processes before and may also require additional support.

Future recruitment could be challenging as the attractiveness of the roles would be reduced., and well trained and enthusiastic staff currently in post may be lost.

Customer Impact

There would be no reduction in service to the public, and costs of provision would be reduced.

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?

Cross reference "Changes to organisational design-IIA-Budget 2024"

In a team comprising 26 FTE and 34 individuals, 21 identify as female or non-binary female, a number identify as neurodiverse and others are non-UK nationals.

However, our employee diversity data can only go so far – some of our employees may not have disclosed their protected characteristics or may not be aware of their protected characteristics.

64% of permanent allowance for NSW40 (weekend working enhancements) in 23/24 in Museums, Galleries, Archives and Events has gone to females. The groups with the highest number of permanent allowance is

females 26-30, followed by males in 26-30, females 46-50 then females 31-35. So, age is a factor, and sex is a factor - resulting in potential intersectional impacts.

However, when we look at all NSW40 (weekend working enhancements) payments which includes both permanent allowance and ad-hoc claims in 23/24 in Museums, Galleries, Archives and Events, only 45% are females and 55% are males.

Therefore, we can see that there is a potential impact of removing just the permanent allowances as opposed to all claims in that this would therefore potentially exacerbate the gap between males and females with more males likely to receive the higher rates of pay for weekend working compared to their female counterparts.

Museums, Galleries, Archives and Events makes up approx. 12% of all total NSW40 (weekend working enhancements) claims across Aberdeen City Council, with women making up approx. 61% of all claims in 23/24 so far.

Due to the discrepancies that would become prevalent across the workforce as a whole this could lead to liability with regards to equal pay legislation.

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

As part of any business case or restructure, employee engagement and consultation, as well as trade union engagement and consultation is undertaken.

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)?

2.4 What mitigations can be put in place?

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

Cross reference “Changes to organisational design-IIA-Budget 2024”

All reduction, restructure and redesign processes are undertaken in line with legislative requirements and ACAS guidance. This includes full consultancy processes with employees and trade unions.

As this proposal will have financial impacts, it will include engagement and consultation with affected employees, including how best to implement any changes and transition arrangements. Ongoing pay awards will continue to be implemented and employees can make use of varied employee benefits through Vivup, which includes financial incentives.

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

High	
Medium	x
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?

Cross reference "Changes to organisational design-IIA-Budget 2024"

Employee impact

Changes to regularised weekend enhancement or terms and conditions could have negative financial impacts on employees. There could, therefore, be a socio-economic impact of this on those who are already disadvantaged.

Customer Impact

There would be no reduction in service to the public, and costs of provision would be reduced.

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?

Cross reference "Changes to organisational design-IIA-Budget 2024"

The council's gender pay gap is currently in favour of women (6.17%). However, this is an overall statistic and our gender pay gap in certain specific areas of the organisation will not be in favour of women.

The CIPD provides [research and information](#) on in-work poverty. They suggest that 1 in 8 working people struggle to make ends meet in the UK. Over the last 15 years, all areas and nations of the UK have seen increases in in-work poverty and, according to The Joseph Rowntree Foundation's [UK Poverty 2022 report](#), work is becoming less effective at warding off it off.

According to the Institute of Public Policy and Research, the chances of being pulled into poverty have doubled for households in UK with two people in full-time work.

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

As part of any change to Terms and Conditions, employee engagement and consultation, as well as trade union engagement and consultation is undertaken.

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?

3.4 What mitigations can be put in place?

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

Any options which have financial impacts will include engagement and consultation with affected employees. This will include how best to implement any changes and transition arrangements. Ongoing pay awards will continue to be implemented and employees can make use of varied employee benefits through Vivup, which includes financial incentives.

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

High	
Medium	x
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?

N/A

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?

N/A

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?
This proposals could have impacts on a diverse group with a multitude of lived experiences. The age-range, gender, race and disability make up of the team is varied.
Overall summary of changes made as a result of impact assessment.
None
Outline of how impact of policy will be monitored.
Through continuous review of equality and diversity data and feedback.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
There remain possibilities for some negative impacts on individuals where they face changes to terms and conditions, particularly where reductions in pay are expected. Current arrangements impose a pay disparity and inequity between those working Monday to Friday, and those working on Saturday or Sunday. Enhanced pay will remain in place for unsociable hours outwith normal contracted hours.

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