

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
Removal or reduction of funding to Sports organisations.
1.2 What does this policy seek to achieve?
This would potentially mean that existing funding to Sport Aberdeen and Aberdeen Sports Village would be reduced or cease, resulting in those organisations having to consider the range or services and facilities they provide. To cease funding this option could result in a saving of £5,339k and could be delivered across the four years 2024/25 - 2027/28, 25% reduction per year.
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:
Council, 6 March 2024
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
RES/24/061 / Budget Saving C&PS05
1.7 Function and cluster:
Corporate Services / Commercial & Procurement Services

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		✓			
Disability		✓			
Gender Reassignment				✓	
Marriage and Civil Partnership				✓	
Pregnancy and Maternity			✓		
Race			✓		
Religion or Belief				✓	
Sex			✓		
Sexual Orientation				✓	

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

Although it is not known how it would specifically impact individuals, as the actual impact of reducing funding on individual sports organisations and the facilities they provide will be determined by the organisations themselves, [including any impacts on APA employees and diversity](#). It is reasonable to assess, with the scale of changes in funding that are proposed that facilities will be affected and therefore an impact will be felt by people with protected characteristics.

Experience during 2023/24 in respect of the Bucksburn Swimming Pool, reconsidered by Council in December 2023 reflected on extensive engagement and consultation exercise that gives an insight into the impact that closing swimming pools. The IIA included reference to “Medium impacts were identified against Age, Disability and Children and young people. The reason for identifying a medium impact was because of the strong consultation response regarding those particular issues. Noting that users of the pool within those categories had stopped attending swimming based activities...Low impacts were identified for Pregnancy / Maternity, Race and Sex. The purpose of original proposal contributed to the Council setting a balanced budget particular issues.”

If centres or facilities or classes run within those centres and facilities were closed or stopped then reduced participation would be expected from all age groups as there could be reduced opportunities for individuals to attend, potentially the classes, times at which specialty or bespoke access is provided to people with disabilities, for example, could also be affected and the ability of those individuals to participate may be further affected by access and travel/transport challenges.

Depending on the decisions made by the organisations and the timing of those decisions and implementation it may affect those with protected characteristics of pregnancy/maternity, race or sex however the Council does not have equalities data associated with the delivery of the individual services therefore cannot confidently confirm this.

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?

ALEO Review information:

Sport Aberdeen

- Provision of Discounted access – Low Income and Older Adults - Get Active for Less scheme ensuring that Aberdeen residents of any age on a wide range of benefits, received discounts on using facilities including swimming, memberships and holiday camp bookings. While residents of Aberdeen, older than state pension age, receive discounts from swimming and memberships for example. Approximately 4,000 citizens benefit from these schemes.
- Sport and Active Communities team – develop and deliver programmes to support early intervention for groups facing inequalities including, older people, care experienced children & young people, poverty and low-income groups, carers and young carers, those with long-term health conditions and those with disabilities.
- Sport Aberdeen is committed to reducing barriers to participation and ensuring programmes are accessible to all, regardless of economic status. Subsidised services, Active schools, community sports hubs, equality diversity and inclusion programmes designed at increasing participation, snowboarding lessons for 12 schools, walk Aberdeen and Eat Well Live Active programmes.
- Disability and ASN focus means ASN and disability specific event and festival calendar being delivered annually in partnership with Active Schools and Scottish Disability Sport and ASN participation in adventurous activities through Adventure Aberdeen.
- Sport Aberdeen participates in this government-funded scheme to support people aged 25+ experiencing long-term unemployment (part of the No One Left Behind initiative)

Aberdeen Sports Village

- They work in partnership with Excellence and Equity Practitioners to break down barriers for pre-school participation in sport pre-school children attending the Links Nursery with access to free activities each week at ASV.
- In collaboration with the business sector and local sports clubs, ASV introduced the ASV Energisers programme to local primary schools. The initiative providing free afterschool sport, food, heat, shower facilities and sports equipment (swimming costumes and goggles) to children from the local area.
- Disability table tennis: a shared session with ASV's adult table tennis group, this is open to all ages, including family members. Disability football: run in partnership with Hermes football club, the current initiative supports up to 20 adult participants each week, with additional junior sessions now being piloted. ASV hosts the local Parasport Festivals and sports-specific disability tasters and competitions, in conjunction with Scottish Disability Sport (SDS).
- Throughout the winter term, ASV liaised with the local primary schools within the St Machar cluster to introduce a pilot programme of offering free sporting activity during the school day (including facilities, transport and coaching) as part of the 'Home of Community Sport' initiative. Spring Term 2023: 391 children, 1,692 participations, in a variety of sports • Summer Term 2023: 367 children, 1,782 participations, and learn to swim.
- In addition to the facilities, activities and centres that the organisations provide there is work that targets and is specific to those with protected characteristics, and those affected by socio-economic factors.

If, over the four years funding was reduced to nil and no alternative plans to replace the income could be found then there is a high likelihood that some or all of the activities above may be removed to either focus on more income generating activities. This would impact on individuals of all ages, with disabilities and from a low income or more challenging socio-economic background or lifestyle.

The data collected for the Bucksburn Swimming Pool IIA provided the insight from 782 consultation questionnaires analysed:

- 1) Travel – Time and Distance. 476 responses to questions indicated this was an impact. Example: It takes longer to get to alternative provision.
- 2) Travel – Access. 290 responses to questions indicated this was an impact. Example: Two bus journeys were now required to access an alternative venue.
- 3) Scheduling / Opening Times at alternatives. 222 responses to questions indicated this was an impact. Example: Alternative provision was not available at a suitable time making it impossible to continue to swim.
- 4) Issues with alternative provision. 168 responses to questions indicated this was an impact. Example: An alternative venue was in poorer condition than Bucksburn.
- 5) Loss of stair entry. 108 responses to questions indicated this was an impact. Example: The loss of stair entry meant swimming was no longer possible.
- 6) Swimming Lessons (non-school). 108 responses to questions indicated this was an impact. Example: Alternative lessons were unsuitable.
- 7) Travel – Costs. 87 responses to questions indicated this was an impact. Example: Driving to an alternative incurs additional fuel costs.
- 8) Travel – Physical Access. 53 responses to questions indicated this was an impact. Example: Accessing an alternative was not possible due to a health limitation.
- 9) Swimming Club. 32 responses to questions indicated this was an impact. Example: There was additional costs to the club to operate from alternative venues.
- 10) Mental / Physical Health. 26 responses to questions indicated this was an impact. Example: The mental health of the participant had been negatively impacted.
- 11) Safeguarding – Children. 23 responses to questions indicated this was an impact. Example: Anxiety created by change of venue and routine.
- 12) Safeguarding – Adults. 22 responses to questions indicated this was an impact. Example: Anxiety created by change of venue and routine.
- 13) Additional Support Needs – Accessing Alternatives. 22 responses to questions indicated this was an impact. Example: Alternative provision not made available.
- 14) Children & Young Person Independence. 20 responses to questions indicated this was an impact. Example: Children could no longer attend swimming unaccompanied.
- 15) Social Connection. 19 responses to questions indicated this was an impact. Example: Interactions with friendship groups had stopped.
- 16) Alternatives – Costs. 13 responses to questions indicated this was an impact. Example: The cost of alternative swimming lessons was greater.
- 17) Nostalgia. 12 responses to questions indicated this was an impact. Example: Loss of shared family connection to the pool.

Focus groups said:

- a) Social connection. An impact was felt for the elderly and young people not meeting friends. With family sessions being limited elsewhere reducing the quality of family interactions;
- b) Additional Support Needs – Accessing Alternatives. It was believed that the ASN sessions had not been replaced and that the impact on the pupils was significant;
- c) Swimming Lessons (schools). That schools and pupils from multiple primary schools has been negatively impacted. Both in terms of loss of time and sessions not being replaced.

It is reasonable to expect similar impacts of facilities or centres closing if that decision were to be taken.

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

See above.

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 two-part public consultation to inform Elected Members set the 2024/25 Budget and future spending plans. Included in this was a specific question regarding reducing the value of funding to sports organisation, essentially to indicated if in balancing the budget, they wanted to leave the funding at the same level or to modify, reducing the funding made available.

There were 2,654 respondents to the phase 2 consultation exercise.

Over 1,600 (61%) of respondents indicated that there should be no reduction in funding for sports organisations, with the full funding reductions were accepted by 405 respondents, or 15%.

Comments included:

- The importance of sport, art and culture for Aberdeen: Most respondents oppose the reductions and argue that these services are vital for the well-being, health, tourism and identity of the city and its residents.
- The suggestions for alternative sources of funding or savings: Some of the respondents suggest that sport, art and culture services could generate more income by increasing fees, attracting sponsors, charging tourists or hosting corporate events. Others propose that the council should reduce its spending on pensions, staff or other non-essential projects.
- The criticism of Sport Aberdeen and Aberdeen Sports Village: A few of the respondents express dissatisfaction with the management and performance of Sport Aberdeen and Aberdeen Sports Village, the two main organisations that receive funding from the council for delivering sport services. They accuse them of being inefficient, wasteful, unaccountable or monopolistic, and suggest that they should be self-sufficient or reformed.
- The demand for reopening Bucksburn pool and Beach Leisure Centre: Several of the respondents demand that the council should reopen Bucksburn pool and Beach Leisure Centre. They claim that these pools were popular, accessible and beneficial for the local communities, and that their closure has reduced the availability and quality of swimming options in the city.
- The recognition of the challenges and trade-offs of the budget: A few of the respondents acknowledge that the council faces a difficult situation and has to make hard decisions about the budget. They admit that some reductions in sport, art and culture services may be inevitable or necessary, and that the council should prioritise the most essential or valuable services or balance the needs of different groups.

Additional engagement took place in January 2024, with two face to face events in locations in the city and an online feedback form through Citizen Space, having reviewed all of the comments captured through that work, a number of themes are identifiable.

Disability: For those with mental health issues removing sports facilities increases anxiety as it is a place where they can relax and exercise to improve their own mental health.

As parents with disabilities, the ability to take children to places where trained professional staff provide the focus of attention for the children, provides that bit of respite parents where they can benefit from a period of rest or relaxation.

Closing or reducing open hours of swimming pools will have a major impact particularly for ASN children since many have limited support networks beyond parents and grandparents. ASN children/teenagers often can only do activities when supported thus they are not afforded the same opportunities and require the right facilities being available.

People with autism, having access to a range of stimulating activities is essential for developing individually and socialising with others. Removal of facilities would undermine or adversely affect those.

Reduced funding would impact on the quality of life of people who are often already vulnerable and disadvantaged. Without the full support of trained and experienced sport staff those with disabilities

struggle to access sporting activity. Reducing funding removes the opportunity for them to see any kind of level playing field or opportunity to access facilities that able bodied people can therefore the impact is disproportionate.

Age: Losing sports facilities will negatively impact people of all ages as they have a positive impact on mental health, wellbeing and community.

The positive impact of prevention and early intervention, to keep active and moving was a theme, and also the social aspects that support wellbeing and stop isolation, funding cuts would disproportionately affect those who benefit from this, particularly older people.

2.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?		
Focus savings on avoiding impact on frontline service areas, facilities, centres, specialist or targeted programmes.		
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.		✓			
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future		✓			
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		✓			
Area deprivation – consider where people live and where they work (accessibility and cost of transport)		✓			
Socio-economic background – social class, parents' education, employment, income.		✓			

3.2 In what way will the policy impact people in these groups?

See 2.2 above

[The organisations would be determining actual impact of reduced funding as previously stated. - Any staffing impacts could affect those who are in an employment or work relationship with these organisations. This impact could be financial and could impact those from lower socio-economic backgrounds.](#)

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?

See 2.3 above

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

See 2.3 above

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?

See 2.3 above

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

4.2 In what way will the policy impact Human Rights?

It will not impact human rights.

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		✓	
Article 2: non-discrimination		✓	
Article 3: best interests of the child		✓	
Article 4: implementation of the convention		✓	
Article 5: parental guidance and a child's evolving capacities		✓	
Article 6: life, survival and development		✓	
Article 7: birth registration, name, nationality, care		✓	
Article 8: protection and preservation of identity		✓	
Article 9: separation from parents		✓	
Article 10: family reunification		✓	
Article 11: abduction and non-return of children		✓	
Article 12: respect for the views of the child		✓	
Article 13: freedom of expression		✓	
Article 14: freedom of thought, belief and religion		✓	
Article 15: freedom of association		✓	
Article 16: right to privacy		✓	
Article 17: access to information from the media		✓	
Article 18: parental responsibilities and state assistance		✓	
Article 19: protection from violence, abuse and neglect		✓	
Article 20: children unable to live with their family		✓	
Article 21: adoption		✓	
Article 22: refugee children		✓	
Article 23: children with a disability		✓	
Article 24: health and health services		✓	
Article 25: review of treatment in care		✓	
Article 26: social security		✓	
Article 27: adequate standard of living		✓	
Article 28: right to education		✓	
Article 29: goals of education		✓	
Article 30: children from minority or indigenous groups		✓	

Article 31: leisure, play and culture	✓		
Article 32: child labour		✓	
Article 33: drug abuse		✓	
Article 34: sexual exploitation		✓	
Article 35: abduction, sale and trafficking		✓	
Article 36: other forms of exploitation		✓	
Article 37: inhumane treatment and detention		✓	
Article 38: war and armed conflicts		✓	
Article 39: recovery from trauma and reintegration		✓	
Article 40: juvenile justice		✓	
Article 41: respect for higher national standards		✓	
Article 42: knowledge of rights		✓	
Optional Protocol on a Communications Procedure		✓	

5.2 In what way will the policy impact the rights of Children and Young People?

The impact of reduced funding for sports organisations would potentially limit the right of the child and young people to access leisure and play. Examples of the impact is included in 2.2 above. Implementing this could reduce the opportunities that children and young people have to learn how to swim, play sports and to be taught, coached and limit access specialist instruction.

It could also impact on the activities that are available during holiday periods as both Sport Aberdeen and Aberdeen Sports Village undertake work in conjunction with the Council to delivery opportunities for activity in recent years.

5.3 What mitigations can be put in place?

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

A range of parks and open spaces across the city would provide a place for physical and sporting activities, although that could only provide a small proportion of the benefits that are currently delivered by the organisations, but having timetabled, professionally supported events and classes with a range of timetables.

Other mitigations could be to fund in smaller scale smaller or more local organisations / community centres to promote and support activities for children and young people.

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?

As external organisations they attract sponsorship, make grant funding applications and work in partnership with private and commercial entities that can provide the resources/funding to deliver opportunities that is perhaps different from the Council. This may provide specific targeted and/or one off opportunities with people or groups that may not be able to be access if funding ceases to be paid by the Council.

There remains a negative impact on communities where the facilities and centres are located should they be closed. This has the potential for a wider community impact.

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

None.

Outline of how impact of policy will be monitored.

Budget decisions will be taken at the Council meeting 6 March and implementation of decisions taken will be subject to quarterly financial monitoring and in addition both Sport Aberdeen and Aberdeen Sports Village will continue to be scrutinised and monitored through the ALEO assurance hub, and the requirement for them to present to the Council an annual report.

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

There are remaining negative impacts but due to the overarching requirement to consider the options available to achieve savings and ensure the Council sets a balanced budget, a statutory requirement, then it should be considered to proceed.

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Date	28/2/2024
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Date	29/2/2024