

# 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>
Funding to Aberdeen Performing Arts (APA) reduced.
<b>1.2 What does this policy seek to achieve?</b>
This would potentially mean that existing funding to Aberdeen Performing Arts would be reduced or cease. This option would result in a saving of £936k and could be delivered across the four years 2024/25 - 2027/28, 25% reduction per year.
<b>1.3 Is this a new or existing policy?</b>
New
<b>1.4 Is this report going to a committee?</b>
Yes
<b>1.5 Committee name and date:</b>
Council, 6 March 2024
<b>1.6 Report no and / or Budget proposal number and / or Business Case reference number:</b>
RES/24/061 / Budget Saving CG08
<b>1.7 Function and cluster:</b>
Corporate Services / City Development & Regeneration

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

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

It is not known how it would specifically impact individuals as the actual impact of reducing funding to APA, the facilities, events, and activities they provide would be determined by APA itself, including any impacts on APA employees and diversity. It is reasonable to assess however, with the scale of changes in funding that is proposed, that facilities, activities, and events would be affected and therefore an impact will be felt by people with protected characteristics.

Based on the information gathered during the recent ALEO (Arm's Length External Organisations) review it is clear that the characteristics of Age, Disability, Race and Sexual Orientation would be impacted, as it is clear that specific festivals, events and activities are delivered by, with and for people with those characteristics examples being Rise Up festival with a focus on artists of colour and from the LGBTQ community as well as the Light the Blue festival of youth arts. To reduce funding could impact on the frequency, volume, and existence of these programmes in the work of APA, it is highly likely elements such as creative learning would be reduced or stopped to priorities programmes with higher income generation potential.

In the review of Cultural Funding and Delivery, presented to Council in February 2024 it was clear that Council investment has an important role in leveraging in national funding, such as the Creative Scotland multi-Year funding. The latter is now placing a higher priority in respect to culture's impact on audiences and participants with protected characteristics. APA's chance of securing a larger share of external funding will be dependent on them being able to continue to programme to a diverse audience and expand its community outreach as opposed to a focus on a more commercial programme which may increase barriers to access in terms of cost, content, and perception.

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?**

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ALEO Review information:

### Aberdeen Performing Arts

Aberdeen Performing Arts provides 7 festivals and curated weekends throughout any given year, 3 of which are particularly relevant to protected characteristics:

- Light the Blue, an annual multi-artform festival celebrating the creativity of young people aged 5 to 25, with over 23 performances and 3,500 attendances, held in May 2023. Over 800 young people participated in the event alongside 30 youth arts organisations from Aberdeen, Inverness, Edinburgh, Glasgow and as far afield as Wisconsin, USA.
- Delve, an eclectic weekend of LGBTQ+ music, spoken word, workshops and discussion with 4 performances and 229 attendances.
- Rise Up, a festival celebrating Black and People of Colour creatives in the region, bringing a programme of unity, creativity, and expression with 13 performances and 375 attendances, held in May 2023.
- Climate Week Northeast, a series of climate-themed dance, theatre, children's performance, live music, comedy, and workshops allowing audiences to take part in the climate conversation with 9 performances and 327 attendances in March 2023.

The cultural programme included 26 British Sign Language Interpreted Performances, 17 Captioned Performances, 28 Audio Described Performances and 10 accompanying Touch Tours.

Furthermore, an extensive engagement programme working with children and adults of all ages, in addition to supporting pathways into the arts and cultural sector. Some key engagement activities undertaken are as follows:

Young Advisor's Group – following a call-out for young people aged 14 to 18 based in/around Aberdeen with an interest in arts, this group of 8 youths informed aspects of the programming process, working with the marketing team to shape campaign activity and sharing ideas and thinking to shape festivals. The culmination of this initiative had the Young Advisors run a TAKEOVER event at the Music Hall

Youth Theatre – Young people report that taking part in the youth theatre workshops gave them tools to deal with nerves and panic, they learned to think on the spot and discovered things about themselves, such as having the confidence to sing in public and learning that they can get along with all different people and personalities. These are skills which are transferable into all areas of their lives, in school, in preparing for further education and work, these areas of learning help build resilience and provide tools for navigating the world.

Beats and Rhymes - Working with local, professional hip hop artists and producers, young people are introduced to beat making and lyric writing. The group has a majority care experienced and young carer demographic

Community Choir and Tutti Voices Choir – Both choirs bring people together to share the joy of singing but just as importantly, they allow for a social aspect and many participants have created new friendships because of taking part – and have evidenced that being a member of the choir has had a positive impact on their mental health and wellbeing.

Early Years Music Workshops - Introducing under 5's and their parents/carers to music-based activities whereby children learn about rhythm, keeping beats, singing, sharing through play, introduction to basic counting and parents' bond with their children through the experience, as well as learning games they can play at home.

The Change Maker for Inclusion and Relevance explores ways of working which have at their core a commitment to breaking down barriers to arts participation and engagement, ensuring our relevance to those we already connect with and those we want to serve. This strand of work promotes a culture where diversity is positively celebrated and our organisation is an ally to our diverse community, locally and nationally. In 2022/23 this role was key in commissioning 4 new pieces of work and producing 38 other events, featuring 43 artists of whom 13 were Black and People of Colour (BPOC), 11 were disabled and 19 were LGBTQ+.

If, over the 4 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 the activities above may be removed to either focus on more income generating activities. This would impact on individuals of all ages, race and those with disabilities and would also include those living in socio-economic disadvantage.

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The Cultural Funding and Delivery Review (Council, February 2024) has been undertaken by an independent consultant agency, as part of the process they have been provided with range of data sets from both the Council and external cultural organisations, this includes analysis of audience and participant data, analysis of funding allocations (benefactors, target audiences etc.) The analysis has shown where the gaps and demand in respect to cultural opportunities which has been profiled against City SIMD data zones and audience segmentation maps.

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

For the Cultural Funding and Delivery Review the consultants have undertaken a review of the current investment and organisations supported and analysed the Council's current approach and rationale for support. Organisations and initiatives subject to the review include APA, Castlegate Arts, Peacock Visual Arts, Citymoves Dance Agency, Sound Festival, Jazz Scotland, SPECTRA Festival, Nuart Aberdeen and the open application project fund, Creative Funding. As part of the process the Review team have conducted consultations with all 'core' funded cultural organisations, Council cultural service managers, Creative Funding recipients, Culture Aberdeen, Visit Aberdeenshire, Aberdeen Inspired, COSLA (Convention of Scottish Local Authorities) and national public sector funders. Surveys have also been conducted with around 40 Creative Funding grant recipients.

### **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 cultural grants and development, essentially to indicate 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 - 1,366 (51%) of respondents indicated that there should be no reduction in funding for cultural grants and development, with the full funding reductions were accepted by 527 respondents, or 20%.

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 recognition of the challenges and trade-offs of the budget: A few of the respondents acknowledge that the council faces a difficult situation and must make tough 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 the comments captured through that work, a number of themes are identifiable.

It should be noted participants were not given any detail on what the funding supported in terms of outputs or outcomes. Despite this, many of the comment's reference the importance of arts in culture for mental health, well-being and in particular the contribution to young people from education and beyond.

Highlighted comments relating to protected characteristics were:

#### AGE

- Don't touch that arts & culture budget - especially when it comes to children and young adults' access. It is vital for mental health wellbeing, and for developing citizenship values.
  - We do not need to reduce funding for Culture and Sport as this directly helps in the health and mental well-being of people, particularly young children.
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- We don't have enough as it is and really important to encourage tourism & students. Also important as a means to support anti-social behaviour, care experienced children and those who have experienced trauma.
- Any reduction in grants or removal of funding is detrimental to the society, the mental wellbeing of citizens especially children/youth and would result in far more serious crime & violence that will cause additional spending.
- Post lock downs and so much closing down in the centre of town -such as public libraries, Belmont Cinema and Bon Accord baths left empty means there is a dearth of community culture. The culture and community of the art gallery and sports spaces is important to the life and sense of community. Therefore, they should be accessed at the present hours of opening. The sense of community is breaking down in the city. The opportunities for families and especially children are dwindling.
- Getting rid of Arts, Culture & Sport will ruin Aberdeen. These are some of the only things that keep people happy in Aberdeen, especially since the high street closed. These things are amazing for keeping young people off the streets, bringing in young professionals, excellent for families, and are accessible to the older generation which is so important.

#### DISABILITY

- Accessible events and social spaces are very important to people with disabilities.
- If people cannot attend events due to support available, for example guidance for people who are visibly impaired, this will have a negative impact on their overall wellbeing and could mean they rely on other council or public services for assistance and support.
- ...reducing these will disproportionately impact on the poorest in our society and those with less means. That would tend to be single mothers, care experienced people and people from minority ethnic communities.
- I think this would have a major impact on community. There are little things to do in Aberdeen as it is. By doing this you are taking away opportunities for children and young people. They will have no option but to hang about the streets causing trouble if there is nothing to do.
- For people with severe autism, having access to a variety of stimulating activities is really essential for improved learning, stimulation, and socialisation with others. This is the case whether it takes the form of performance by others; artistic activities for the individual; or access to sport and exercise for the individual. Any major reduction in funding of these activities would be a huge blow to level 3 autistic people. The arts and sport are not just 'nice to haves', but as stated above, essentials for fulfilling lives for all participants

#### 2.4 What mitigations can be put in place?

<b>What mitigations are there against any negative impacts (if applicable)?</b>		
Focus savings on avoiding impact on frontline service areas, specialist or targeted programmes or grant conditions.		
<b>With mitigations in place, what is the new overall rating of the negative impact(s)?</b>	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?

##### LOW INCOME HOUSEHOLDS

Reduction in free access to culture and leisure opportunities in the city centre, particularly impacting low-income households and children in poverty as access would be restricted beyond current opening hours.

##### HEALTH & WELLBEING

Reduction in free-to-access leisure and culture facilities would have an overall negative impact on the mental health and wellbeing of the city's residents with an intersectionality of protected characteristics.

In addition, any staffing impacts could affect those who are in an employment or work relationship with APA. This impact could be financial and could impact those from lower socio-economic backgrounds. APA would be determining actual impact of reduced funding as previously stated.

#### 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?**

Analysis was undertaken of the supported activities through Cultural Funding and Delivery Review as well as the Culture Impact Review, both presented to Council on the 7th of February. The former included analysis of audiences and participants of the cultural organisations as cultural attendance, which indicated attendance to cultural activity in Aberdeen (across all wards) was higher than the national average, which is backed by the finding if the 2021 Household Survey results as well.

##### **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?**

**Feedback from targeted engagement included a focus on potential reduction in offer for tourists, as well as impact on mental wellbeing and quality of life for all residents in the city, with particular focus on free access, safe spaces and warm spaces that could be accessed for free and without stigma.**

Highlighted comments relating to socio-economic impacts:

#### LOW INCOME

- If services are cut or additional fees are required for arts, culture, and sports this would negatively affect those on fixed incomes and relying on benefits. Feelings of wellbeing, good mental and physical health are linked to access to these events. If people cannot attend events due to support available, for example guidance for people who are visibly impaired, this will have a negative impact on their overall wellbeing and could mean they rely on other council or public services for assistance and support.
- Art galleries and museums are good places for people to go for warmth and comfort without the stigma attached to designated warm spaces, i.e., community centres.
- Arts and culture are extremely important to society and especially to enriching the lives of vulnerable people.
- Again, reducing these will disproportionately impact on the poorest in our society and those with less means. That would tend to be single mothers, care experienced people and people from minority ethnic communities.

#### HEALTH & WELLBEING

- Arts and culture are important for mental wellbeing and quality of life.
- These are vital resources for all the community. Places for people to gather and be together which is vital for health. Also, they are part of a provision of warm spaces for people and opportunities for health and leisure. Overall physical and mental health will be reduced by removing these services and the inequality gap will widen as those who can afford to go to private provision will do so and those who cannot afford this will have nothing. Then, their poor health will deteriorate further and for young people this will mean less positive life outcomes.

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

#### 4.2 In what way will the policy impact Human Rights?

Feedback from targeted engagement focused on impact on access to education, ability to gather in social settings especially for people with no religion who may otherwise struggle to maintain community ties.

Highlighted comments relating to Human Rights impacts were:

- Arts and culture are extremely important to society and especially to enriching the lives of vulnerable people.
- These are vital resources for all the community. Places for people to gather and be together which is vital for health. Also, they are part of a provision of warm spaces for people and opportunities for health and leisure. Overall physical and mental health will be reduced by removing these services and the inequality gap will widen as those who can afford to go to private provision will do so and those who cannot afford this will have nothing. Then, their poor health will deteriorate further and for young people this will mean less positive life outcomes.
- I think this would have a major impact on community. There are little things to do in Aberdeen as it is. By doing this you are taking away opportunities for children and young people. They will have no option but to hang about the streets causing trouble if there is nothing to do.
- ... having access to a variety of stimulating activities is really essential for improved learning, stimulation, and socialisation with others.

#### 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
	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 \(United Nations\) 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 (UN Convention on the Rights of the Child) 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		✓	

<b>Article 27:</b> adequate standard of living		✓	
<b>Article 28:</b> right to education		✓	
<b>Article 29:</b> goals of education		✓	
<b>Article 30:</b> children from minority or indigenous groups	✓		
<b>Article 31:</b> leisure, play and culture	✓		
<b>Article 32:</b> child labour		✓	
<b>Article 33:</b> drug abuse		✓	
<b>Article 34:</b> sexual exploitation		✓	
<b>Article 35:</b> abduction, sale, and trafficking		✓	
<b>Article 36:</b> other forms of exploitation		✓	
<b>Article 37:</b> inhumane treatment and detention		✓	
<b>Article 38:</b> war and armed conflicts		✓	
<b>Article 39:</b> recovery from trauma and reintegration		✓	
<b>Article 40:</b> juvenile justice		✓	
<b>Article 41:</b> respect for higher national standards		✓	
<b>Article 42:</b> knowledge of rights		✓	
<b>Optional</b> 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 APA as the anchor cultural organisation in Aberdeen would potentially limit the right of the child and young people to access cultural experiences. Examples of the impact is included in 2.2 above. Implementing this could reduce the opportunities that children and young people must learn from, participate and watch cultural events, activities and programmes that can enrich the life of everyone, and can become careers, vocations, and hobbies for a lifetime.

APA have placed higher importance on children’s development in respect to its creative learning activities, specially focussing on early milestone development and building life skills and confidence for both the child and parent.

‘Open House’ Is APA’s inclusion policy outlines their approach to removing barriers to participation policy which impacts on article 23 and 30, APA have close partnership with Orchard Brae and committed to provide more BSL (British Sign Language) and caption programming. Festival such as Rise up and Light the Blue are unique offering in respect events focussing on diversity and youth which APA use to engage new audiences and develop their wider programming to reflect Aberdeen’s changing demographic more accurately.

### 5.3 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

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 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.

#### **STAFFING**

It is highly likely an immediate consequence of this policy would be job losses as APA seek to making savings. As highlighted, that would most likely come through the stopping of creative learning programming. Without consultation we are unable to state exact numbers, but it should be noted APA is the largest creative industries employer in the Northeast, it is highly likely cuts to APA would have a knock-on effect to the wider creative /tourism economy and supply chains.

#### **VENUE CLOSURE**

A possible outcome of the saving requirement would be APA reducing the estate they currently programme to focus on the venues with the greater income potential. That would mean the closure of the Aberdeen Lemontree. This would mean the loss of grassroots music venue but also the home of creative learning for APA.

#### **VISITOR ECONOMY/ CITY CENTRE RECOVERY**

No consultation has been undertaken with these groups, a reduction in cultural offer will have an impact on the city's attractiveness as a destination which in turn lead to reduced visits, impacting the wider economy (accommodation and hospitality providers) who are facing significant economic challenges in the current climate, with an employee base disproportionately high in respect to protected characteristics. The importance of cultural activity as a driver to city centre economy is clear and well documented.

### **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 Aberdeen Performing Arts 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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<b>Date</b>	28/2/2024
<b>Chief Officer</b>	Julie Wood
<b>Date</b>	01/03/2024