

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
The six-monthly update on progress with the Memorandum of Understanding (MoU) agreed between Aberdeen City Council and the Department of Work and Pensions (DWP).
1.2 What does this policy seek to achieve?
The MoU aims to improve outcomes and prevent homelessness, and includes employability measures, increasing benefit uptake and sharing of information. This includes the establishment of a single point of contact, to improve communications and the effectiveness of support for vulnerable people.
The report provides an update on progress towards the aims of the MoU, highlighting those where the aim has been achieved eg the establishment of the Single Point of Contact, and areas where development work is ongoing, such as the co-location of DWP within a support service for people in recovery.
The Anti-Poverty and Inequality Committee are asked to note the progress made towards the aims of the MoU and instruct the Chief Officer - Early Intervention and Community Empowerment to liaise with the Department of Work and Pensions and update the Memorandum of Understanding in line with current priorities and submit it back to Committee for approval.
1.3 Is this a new or existing policy?
An existing policy approved by Council, presenting an agreed six monthly update.
1.4 Is this report going to a committee?
Yes
1.5 Committee name and date:
Anti-Poverty and Inequality Committee on 20 March 2024

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

CUS/24/ 077

1.7 Function and cluster:

Customer, Early Intervention and Community Empowerment

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?

This MoU is wide ranging and seeks to ensure partnership working to improve outcomes and prevent homelessness. Data sharing is a core aspect of the MoU, building on existing data sharing and bringing the DWP into new areas such as Alcohol and Drug Partnership and Suicide Reviews.

Amongst the aims of the MoU are to tackle poverty amongst groups known to be adversely impacted by it such as black and minority communities, and those identified as at higher risk through the six at risk groups identified in the Child Poverty Scotland Act 2017. This proposal will advance equality of opportunity and foster good relations.

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?

Homelessness and employability data, as well as figures on poverty and debt have been considered in the initial development of the MoU. Most recently the Population Needs Assessment 2023 has been updated and highlights the ongoing need for the development work through the MoU.

While some data is available, this will be improved through 2024/25 with the implementation of a Policy In Practice system that will better collate data across Council services, enabling better targeting of support for vulnerable people and those at risk. This will improve monitoring and reporting on progress in supporting at risk and vulnerable groups.

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

Consultation in respect of this update has involved DWP and Council services.

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)?

No consultation with groups has taken place in respect of this six monthly update.

2.4 What mitigations can be put in place?

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

N/A

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 \(www.gov.scot\)](https://www.gov.scot/publications/fairer-scotland-duty/guidance-for-public-bodies/)

3.1 What impact could this policy have on any of the below groups?

Group	Negative			Neutral	Positive
	High	Medium	Low		
Low income / income poverty – those who cannot afford regular bills, food, clothing payments.					X
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future					X
Material deprivation – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies					X
Area deprivation – consider where people live and where they work (accessibility and cost of transport)					X
Socio-economic background – social class, parents' education, employment, income.					X

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

The work of services identified in the MoU will help address poverty by helping tackle and prevent homelessness, increase income through benefit uptake and maximisation, supporting people into employment to increase income, as well as supporting people into eg more hours of work and higher paid jobs. The provision of money and debt advice will help ensure the affordability of tenancies. Outreach work in areas of deprivation takes place along with targeting of services to people in SIMD. Transport (and other) costs can be supported through employability for people moving into employment to help with the costs of that transition.

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?
The Population Needs Assessment 2023 and the ongoing work to refresh the LOIP. In addition, work with Food Poverty Action Aberdeen and the Health Determinants Research Collaborative, along with engagement with the third sector during Challenge Poverty Week and Fairer Aberdeen showcase events. The data supports the ongoing need for the development work of the MoU.
What consultation and engagement and has been undertaken with officers and partner organisations?
Consultation in respect of this update has involved DWP and Council services.
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?
No consultation with groups has taken place in respect of this six monthly update.

3.4 What mitigations can be put in place?

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

N/A

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

- High
- Medium
- Low
- Negative Impact Removed

4: Human Rights Impacts

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law. The Human Rights Act came into force in the UK in October 2000

The Act sets out our human rights in a series of 'Articles'. Each Article deals with a different right.

Use this guide to understand more about [Human Rights](#).

4.1 What impact could this policy have on Human Rights?

Human Rights Article	Negative	Neutral	Positive
Article 6: Right to a fair trial		X	
Article 7: No punishment without law		X	
Article 8: Right to respect for private and family life, home and correspondence			X
Article 9: Freedom of thought, belief and religion		X	
Article 10: Freedom of expression		X	
Article 11: Freedom of assembly and association		X	
Article 12: Right to marry and start a family		X	
Article 14: Protection from discrimination in respect of these rights and freedoms			X
Article 1 of Protocol 1: Right to peaceful enjoyment of your property		X	
Article 2 of Protocol 1: Right to education		X	
Article 3 of Protocol 1: Right to participate in free elections		X	

4.2 In what way will the policy impact Human Rights?

The policy will impact on tackling poverty which will impact on the quality of life enshrined in Article 8 and contribute towards tackling inequality in accessing support to access those 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		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			

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

There are six family groups identified at risk of child poverty, which can increase the risk of child development, with poorer health and education outcomes. The MoU will contribute to tackling child poverty through tackling homelessness, improving income and employment, helping to contribute positively to some of the rights of Children and Young People.

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?
The MoU includes actions to address the needs of offenders, refugees, asylum seekers.
Overall summary of changes made as a result of impact assessment.
No changes made to the six monthly review of progress on the MoU.
Outline of how impact of policy will be monitored.
Progress against the MoU will continue to be monitored and reported six-monthly to committee.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
N/A

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