

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
Protective Services Occupational Health and Safety Service Plan 2024/25
1.2 What does this policy seek to achieve?
To describe the Protective Services’ proposals for delivering the occupational health and safety regulatory service for year 2024/2025. This seeks approval of the proposed service activities in relation to enhancement of health and safety compliance in the commercial business sector.
1.3 Is this a new or existing policy?
The Service Plan for this activity is produced and updated annually.
1.4 Is this report going to a committee?
Yes.
1.5 Committee name and date:
Communities, Housing and Public Protection Committee 30/05/24
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
CORS/24/153

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?

The intention of the Plan is to ensure that acceptable health, safety, and welfare standards are maintained and improved wherever possible. This proposal is directed at potentially ALL of Aberdeen City's population and not at any particular sector. However, it is considered possible that significant positive impact will be felt in the area of Disability access and provision. The Service Plan is intended to meet the aim of the Occupational Health and Safety Regulatory Service in working with others to protect people's health and safety by ensuring physical risks in and from the workplace are managed properly.

The Service seeks to ensure the health and safety of members of the public is not compromised by ensuring businesses comply with their obligation to provide safe systems of work.

These aims are addressed primarily through the enforcement of relevant legislation by a variety of means, but also, through advice given during visits to businesses. Opportunities are also taken to provide advice and promotion of relevant issues to employers, employees and, where appropriate, the wider public sector

o

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?

The Report and Service Plan have been produced to align with the HSE's directions contained within LAC 67/2 – "Setting Local Authority Priorities and Targeting Interventions 2024/25". This will ensure compliance with the statutory requirement of Section 18 of the Health and Safety at Work etc. 1974-, that the local authority makes adequate arrangements for the enforcement within their area of the relevant statutory provisions.

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

Officers in the Service, line manager and committee consultees have had an opportunity to comment on the Service Plan.

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)?

There has been no consultation and engagement with such groups in production of the Service Plan.

2.4 What mitigations can be put in place?

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

Not applicable.

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.				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 Service Plan is intended to meet the aim of the Occupational Health and Safety Regulatory Service in working with others to protect people's health and safety by ensuring physical risks in and from the workplace are managed properly.

The Service seeks to ensure the health and safety of members of the public is not compromised by ensuring businesses comply with their obligation to provide safe systems of work.

These aims are addressed primarily through the enforcement of relevant legislation by a variety of means, but also, through advice given during visits to businesses. Opportunities are also taken to provide advice and promotion of relevant issues to employers, employees and, where appropriate, the wider public sector.

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 Report and Service Plan have been produced to align with the HSE's directions contained within LAC 67/2 – "Setting Local Authority Priorities and Targeting Interventions 2024/25".

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

Officers in the Service, line manager and committee consultees have had an opportunity to comment on the Service Plan.

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?

There is no requirement to consult and engage with such groups in production of the Service Plan.

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?

Not applicable.

4.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?	
Not applicable.	
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?

Not applicable

5.3 What mitigations can be put in place?

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

Not applicable

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?
Not applicable.
Overall summary of changes made as a result of impact assessment.
Not applicable.
Outline of how impact of policy will be monitored.
Not applicable.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
Not applicable.

Assessment Author	Andrew Gilchrist
Date	01/05/24
Chief Officer	Alan Thomson
Date	22/05/24