



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

Housing for Varying Needs Review - Provost Hogg Hybrid Model

1.2 What does this policy seek to achieve?

The proposal forms part of the Aberdeen City Local Housing Strategy Update report (F&C/24/142) due to go to Communities, Housing and Public Protection Committee on 30 May 2024. The recommendation (2.4) of the report is to:

"Approve implementation of the hybrid model of care and support at Provost Hogg Court as detailed at 3.11."

The proposal is to establish a hybrid sheltered/very sheltered housing model at Provost Hogg Court.

The model would enable care and support to be delivered in a more flexible way than the current sheltered housing setting. It would provide a 'homes for life' option and enhance the provision of very sheltered housing services in the south of the City. It will allow tenants whose care and support needs increase to remain in their home as the support that is provided can flex up and flex down depending on their needs. Currently, such tenants may need to move into a very sheltered housing development to allow the care and support to be provided. This model means that in situations where care and support needs increase, they can be met in the existing housing development without the need to move which is often stressful and expensive.

1.3 Is this a new or existing policy?

This is a change in the way that properties will be allocated as per the Allocations Policy. Properties in this development can be allocated to tenants who require very sheltered housing models of care and support.

1.4 Is this report going to a committee?

Yes

1.5 Committee name and date:

Communities, Housing and Public Protection Committee on 30 May 2024

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

F&C/24/142

1.7 Function and cluster:

Families and Communities, Housing

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?

The proposed change to the hybrid care and support model will have a positive impact on older people and people with a disability as it will provide a more flexible model of specialist housing provision that could provide a home for life and avoid the need to move home.

The impacts on other protected characteristics have already been considered within the Allocations Policy. This change would have a neutral impact on the other protected characteristics.

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 proposals have been developed following consideration data from the following sources:	
<ul style="list-style-type: none"> • Housing Needs and Demand Assessment 2023 - 2028 • Housing waiting list demand (iWorld) • Bon Accord Care data on care and support needs • Health and Social Care Partnership data extracted from D365 on care and support needs • Bon Accord Care data on hours of support delivered in sheltered housing. 	
What consultation and engagement and has been undertaken with officers and partner organisations?	
A Short Life Working Group with membership from Housing Strategy, Housing Management, Health and Social Care Partnership and Bon Accord Care has been involved in the co-production of these proposals.	
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)?	
Engagement with tenants in advance of and throughout the implementation process will take place with existing tenant groups and specifically with tenants in Provost Hogg Court.	

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.				✓	
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?

The proposal should have a neutral impact on these groups but will provide a more flexible approach that may avoid the need to move home if care and support needs increase.

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 Short Life Working Group considered data on tenant profile, demand and carried out an analysis of care and support needs, which provided the evidence that led to the development of this proposal.

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

A Short Life Working Group with membership from Housing Strategy, Housing Management, Health and Social Care Partnership and Bon Accord Care has been involved in the co-production of these proposals.

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?

To be undertaken if proposal agreed at committee

3.4 What mitigations can be put in place?

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

Not applicable

High

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

The proposal will have a positive impact by providing a safe and secure home with the appropriate levels of support for tenants.

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		✓	
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?

Not applicable as this relates to housing for older people.

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?
The proposal may have a positive impact on older refugees or asylum seekers who would be eligible to move to sheltered or very sheltered housing.
Overall summary of changes made as a result of impact assessment.
The proposal is designed to provide a more flexible, person-centred approach to the delivery of care and support services in sheltered/very sheltered housing. There is unlikely to be any negative impact for existing tenants.
Outline of how impact of policy will be monitored.
The impact will be monitored via the short life working group mentioned previously. Membership of that group includes Housing, Health and Social Care and Bon Accord Care.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
No negative impacts have been identified.

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