

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

Refreshed Local Outcome Improvement Plan 2016-26 and Locality Plans for North, South and Central

1.2 What does this policy seek to achieve?

The Community Empowerment (Scotland) Act 2015 requires statutory community planning partners to work together to achieve improved outcomes and reduce inequalities which result from socio-economic disadvantage. As required by the Act, Community Planning Aberdeen meets this duty through the development and delivery of the Aberdeen City Local Outcome Improvement Plan (LOIP) 2016-26. The ten year plan sets out priority local outcomes which member organisations are committed to improve for and with local people.

The city wide LOIP is underpinned by three area based Locality Plans, as well as member organisation’s single system plans.

The refreshed LOIP and Locality Plans were approved by the CPA Board on 29 April 2024 and it was agreed that all Community Planning Partners update their strategic/delivery plans to align to the refreshed Local Outcome Improvement Plan and cascade the refreshed Plan across their organisations and community networks to raise awareness. The report presented aligns with that decision.

The plans can be accessed at the links below:

- [LOIP-16-26-April-2024.pdf \(communityplanningaberdeen.org.uk\)](#)
- [Central Locality Plan](#)
- [North Locality Plan](#)
- [South Locality Plan](#)

1.3 Is this a new or existing policy?

Existing policy, the Aberdeen City Local Outcome Improvement Plan (LOIP) was first published in August 2016. Since then it has been refreshed every two to three years to ensure it reflects changing priorities as a result of progress achieved and the moving external environment. The previous integrated impact assessment can be viewed at: [Aberdeen City Local Outcome Improvement Plan \(LOIP\) 2016](#)

The revised Children’s Services Plan approved in April 2023 is also aligned in relation to Stretch outcomes 3-8 of the refreshed LOIP. The previous integrated impact assessment can be viewed at: [Children’s Services Plan 2023](#)

1.4 Is this report going to a committee?

Yes

1.5 Committee name and date:

Anti-poverty and Inequality Committee – 12 June 2024
Full Council – 3 July

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

CUS/24/145 Refreshed Local Outcome Improvement Plan 2016-2026
CUS/24/146 Refreshed Locality Plans for North, South and Central
CORS/24/172 Refreshed Local Outcome Improvement Plan 2016-2026 and Locality Plans for North, South and Central

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?

Community Planning Aberdeen’s vision for Aberdeen within the LOIP remains ‘A place where all people can prosper’ regardless of a person’s background or circumstances. To achieve this vision central to the LOIP is the ambition to reduce inequalities of outcome which exist across the City as a result of socio-economic disadvantage and/or protected characteristics.

The LOIP is our city wide plan for improvement and in taking forward that improvement, for each aim, have considered the impact of poverty and inequalities that exist in the city as a whole and for groups such as care experienced children and young people, minority ethnic communities who are known to be particularly disadvantaged.

Through data and insights, a target population for each aim has been identified. This helps clarify which projects will be tested city wide and which will be targeting specific areas and communities of interest and supports reducing inequalities and having a positive impact.

Below are some examples of improvement aims in the LOIP specifically targeting the groups above and therefore likely to have a positive impact. Baseline data for each of the aims is contained within the LOIP to show positive

impact aiming to achieve. Please note that as the project teams develop their charters with engagement with communities, further identification of improvements to be tested and targeted group identified.

Protected Characteristic

The [Aberdeen City Population Needs Assessment \(PNA\) for 2023](#) and the outcome of the engagement lists the evidence base for the LOIP and Locality Plans and the [LOIP-16-26-April-2024.pdf](#) ([communityplanningaberdeen.org.uk](#)) and [Central Locality Plan](#), [North Locality Plan](#) and [South Locality Plan](#) lists all the outcomes, improvement aims as well as the baseline data that have helped assess the impact listed.

Some examples of aims that will have a positive impact on the protected characteristics are given below (this is not exhaustive)

Age – 2.4 and 10.3

Disability - Stretch Outcome 8 and all aims and 2.2, 10.3, 10.7, 15.2

Gender Reassignment - aim 9.8

Pregnancy and Maternity - aims 2.6, 3.1; 5.4, 11.3, 16.3 10.6

Race - aim 9.8, 2.1 and 16.3

Religion or Belief - aim 9.8, 2.1 and 16.3

Sex - aims 9.8 and 9.10

Sexual Orientation - aim 9.8

The LOIP supports the Council's Equalities Outcomes examples below:

EO 1 - All people with protected characteristics will access information, goods and services knowing that social and physical barriers are identified and removed, with a focus on Age, Gender reassignment and Disability. For example, Support 100 people into sustained, good quality employment by 2026, with a particular focus on; those from priority neighbourhoods and people over 50."

EO 2- Diverse communities in Aberdeen will have an increased sense of safety and belonging within their neighbourhood and City, with a focus on Race (including Gypsy/Travellers), Religion and Sexual Orientation. For example " Support 25 people from ethnic minorities into sustained, good quality employment by 2026.

EO 3 – Representation in civic participation of people with protected characteristics will be improved by ensuring our leaders, staff and organisation champion the equality agenda in the City, with a focus on Disability, Race and Sex.

For example, Increase the number and diversity of community members participating in community planning at a meaningful level (Rung 5 and above) by 100% by 2025.

Aberdeen City Council Education Authority

EO 1 - Increase access to information by ensuring communication barriers are removed for children, young people and families who are disabled.

Cross cutting across all Stretch Outcomes, but particular examples e.g. "Increase by 20% the number of registered young carers accessing support from the Young Carers service by 2025.; By 2025, 90% of families with children with an additional support need or disability will indicate that they have access to peer and community support that meets their needs and "100% of decisions which impact on children and young people are informed by them by 2026"

EO 2 - Increase the feeling of trust and belonging to schools and communities by reducing bullying of those with protected characteristics, race, disability, LGBT.

Stretch Outcome, 8 and All Stretch Outcomes and Locality Plans

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 revised [Aberdeen City Population Needs Assessment \(PNA\) for 2023](#) provides an updated evidence base for the LOIP and integrated Locality Plans. It provides an important sense check to ensure that our priorities for improvement are focussed on what our communities need.

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

Community Planning Partners, members of the Outcome Improvement Groups and frontline staff have been actively engaged and active in the development of the proposals for the LOIP and Locality Plans. Outcome Improvement Groups held workshops with community planning partners using the data from the Population Needs Assessment, emerging priorities from the Locality Empowerment Groups and Priority Neighbourhood Partnerships and stakeholder engagement, to develop proposals for the LOIP refresh and Locality Plans.

Between 23 and 29 January 2024, we held 5 thematic stakeholder sessions on economy, children and young people, adults, place and community empowerment, to bring together Community Planning Aberdeen and Locality Empowerment Group and Priority Neighbourhood Partnership members to hear the proposals from the Groups and to discuss whether the proposed improvement aims are being targeted on the right issues and the action we need to take not and to ensure the delivery of our ambitions by 2026. The sessions provided further opportunity for Community Planning and Locality Planning members to shape our priorities and you are encouraged to participate.

The presentations and notes for each of the sessions can be viewed at [LOIP Refresh webpage](#). A public consultation was also held between 5 February until 25 February and officers and partner organisations invited to respond.

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:

Between 6 October and 5 November 2023, to participate in a consultation exercise based on the national Place Standard tool. Using a range of methods we ensured that we would have the best chances of hearing as many voices as possible. The exercise included:

- an online survey,
- 6 in person events (2 sessions in each locality, with one being in a priority neighbourhood)
- targeted support/facilitation – with a facilitation guide available
- a children and young persons' version

We reached out to you, through the services you connect with, the people you know, the community and third sector group you are involved with, your friends and family. We also used our networks and social media platforms; we issued press releases and got stories in newsletters. Your contribution has been a valuable part of this exercise.

470 people participated (309 through the online engagement; 55 through the locality events and 106 through the children and young people's version). The output of the engagement has informed the proposals with the refreshed Local Outcome Improvement Plan and Locality Plans. (See [full](#) and [summary](#) reports, as well as [Feedback on potential gaps 2023](#))

Thematic Stakeholder Session

Between 23 and 29 January 2024, we held five thematic stakeholder sessions on economy, children and young people, adults, place and community empowerment, to bring together Community Planning Aberdeen and Locality Empowerment Group and Priority Neighbourhood Partnership members to hear the proposals from the Groups and to discuss whether the proposed improvement aims are being targeted on the right issues and the action we need to take not and to ensure the delivery of our ambitions by 2026. The sessions provided further opportunity for Community Planning and Locality Planning members to shape our priorities and you are encouraged to participate.

Attendance

Total sign up = 230 Total Attended = 141

	Signed Up		Attended	
Adults	49	29		
CYP	60	33		
Economy	34	22		
Community Empowerment			49	29
Place	38	28		

The presentations and notes for each of the sessions can be viewed at [LOIP Refresh webpage](#).

Throughout the duration of the development of the refreshed LOIP and Locality Plans there have been multiple sessions with Locality Empowerment Groups and Priority Neighbourhood Partnerships which were open to all citizens to attend.

Our draft refreshed LOIP and Locality Plans for South, North and Central were consulted upon from 5-25 February 2024. The consultation gave all citizens of Aberdeen the opportunity to comment on the Plans before they were considered by the Community Planning Aberdeen Board on 29 April 2024. The consultation reports can be viewed below:

- [Local Outcome Improvement Plan](#)
- [North](#), [South](#) and [Central](#) Locality Plans

2.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?	
No negative impacts have been identified as a result of this refreshed policy.	
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?

As above, Community Planning Aberdeen’s vision for Aberdeen remains ‘A place where all people can prosper’ regardless of a person’s background or circumstances. To achieve this vision central to the LOIP is the ambition to reduce inequalities of outcome which exist across the City as a result of socio-economic disadvantage and/or protected characteristics. The LOIP and Locality Plans aim to have a positive impact.

Recognising the impact of the covid pandemic and subsequently the cost of living crisis resulting in more people being in immediate and acute poverty, Stretch Outcome 1 “20% reduction in the percentage of people who report they have been worried they would not have enough food to eat and/ or not be able to heat their home by 2026.” led by the Anti-Poverty Outcome Improvement Group seeks to mitigate the causes of immediate and acute poverty through projects which will ensure all people across the City have access to food, fuel, and finance.

The LOIP is our city wide plan for improvement and in taking forward that improvement, for each aim, have considered the impact of poverty and inequalities that exist in the city as a whole and for groups such as care experienced children and young people, minority ethnic communities who are known to be particularly disadvantaged.

Through data and insights, a target population for each aim has been identified as detailed within the [refreshed LOIP](#) . This helps clarify which projects will be tested city wide and which will be targeting specific areas and communities of interest and supports reducing inequalities. There are a range of aims aligned directly to mitigating the groups detailed above.

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 revised Aberdeen City Population Needs Assessment (PNA) for 2023 provides an updated evidence base for the LOIP and integrated Locality Plans. It provides an important sense check to ensure that our priorities for improvement are focussed on what our communities need.
What consultation and engagement and has been undertaken with officers and partner organisations?
As above at 2.3
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?
As above at 2.3

3.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?
No negative impacts have been identified as a result of this refreshed policy.
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 [LOIP-16-26-April-2024.pdf \(communityplanningaberdeen.org.uk\)](#) and [Central Locality Plan, North Locality Plan](#) and [South Locality Plan](#) will have a neutral or positive impact as detailed above – for these areas there are Stretch Outcomes and/or improvement aims aligned which aim to have a positive impact as detailed in the Plans. Below are some examples of improvement aims in the LOIP specifically related to the articles above and therefore likely to have a positive impact. Baseline data for each of the aims is contained within the [LOIP](#) to show positive impact aiming to achieve. Please note that as the project teams develop their charters with engagement with communities, further identification of improvements to be tested are likely to have further positive impacts on the articles

The [Aberdeen City Population Needs Assessment \(PNA\) for 2023](#) and the outcome of the engagement lists the evidence base for the LOIP and Locality Plans and the [LOIP-16-26-April-2024.pdf \(communityplanningaberdeen.org.uk\)](#) and [Central Locality Plan, North Locality Plan](#) and [South Locality Plan](#) lists all the outcomes, improvement aims as well as the baseline data that have helped assess the impact listed.

Some examples of aims that will have a positive impact on the protected characteristics are given below (this is not exhaustive)

Article 9: Freedom of thought, belief and religion, - cross cutting theme over all Stretch Outcomes and aims, specifically, aim 9.8 and Stretch outcome 16 and aims

Article 10: Freedom of expression, - cross cutting theme over all Stretch Outcomes and aims, specifically, aim 9.8 and Stretch outcome 16 and aims

Article 14: Protection from discrimination in respect of these rights and freedoms - cross cutting theme over all Stretch Outcomes and aims, specifically, aim 9.8 and Stretch outcome 16 and aims

Article 1 of Protocol 1: Right to peaceful enjoyment of your property , Stretch outcome 7 and 9 and all aims,

4.3 What mitigations can be put in place?

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

No negative impacts have been identified as a result of this refreshed policy.

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?

All 16 Stretch Outcomes and the 3 Integrated Locality Plans have a positive impact on specific Articles as detailed above. The Plan aims to address disadvantage and improve outcomes for children and families. Baseline data is available for all the Stretch outcomes and aims that are likely to have a positive impact as identified above and this data is available within the [LOIP](#) and Locality Plans.

6 of the 16 Stretch Outcomes in the refreshed LOIP (Stretch Outcomes 2-9) have a specific focus on the outcomes that are in the best interests of children and young people and there are 32 improvement aims aligned. These Stretch Outcomes listed below reflect the importance of supporting equity of access to education, supporting families to provide the best care they can for their children and the need to invest in the health, including mental health, of our children and young people. Critically the proposals want all children to be safe and protected from harm. The proposals support our care experienced young people to gain the same opportunities as their peers. Supporting them and other children experiencing inequalities, such as children with disabilities and children living within our priority neighbourhoods, the improvement activity aims address any inequality in education and positive destinations. Our work with young people to reduce their involvement in offending behaviour will be through appropriate and effective interventions aimed at supporting them to more positive destinations.

- 95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026
- 90% of children and young people report they feel listened to all of the time by 2026.
- By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026.
- 95% of children living in our priority neighbourhoods (Quintiles 1 & 2) will sustain a positive destination upon leaving school by 2026.
- 83.5% fewer young people (under 18) charged with an offence by 2026.
- 100% of our children with Additional Support Needs/disabilities will experience a positive destination.

Some other examples of aims to support improve outcomes for children and their families and aligned to articles include:

Article 39 – consideration of all SO2-8 aims and 11.1, 11.2, 12.4 and 12.7

Article 42, - aim 16.1, 16.2

Article 34 and 36 – 9.8 and 9.10

Article 33 – 11.1 and 3.1

Article 27 – all Stretch outcome 12

5.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?	
No negative impacts have been identified as a result of this refreshed policy.	
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 the project teams develop their charters with engagement with communities, further identification of improvements to be tested and groups these are to be tested with to reduce inequalities for example refugees and asylum seekers and armed forces.
Overall summary of changes made as a result of impact assessment.
None required, positive or neutral impacts.
Outline of how impact of policy will be monitored.
The Community Empowerment Act (CEA) 2015 requires Community Planning Aberdeen to report progress against the LOIP and Locality Plans annually for the period 1 April to 31 March. The Annual Outcome Improvement Report for the LOIP and Locality Plans allows the Community Planning Partnership to take stock of what has been achieved and impact. Quarterly update report is also completed to ensure we're keeping track of progress and any issues being raised to ensure mitigation is in place.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.

Assessment Author	Allison Swanson
Date	Started on 5 January 2024 and then updated throughout post the stakeholder and public consultation.
Chief Officer	Michelle Crombie
Date	9 May 2024