

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
Volunteering Charter
1.2 What does this policy seek to achieve?
This report introduces the Volunteer Charter and recommends that Aberdeen City Council becomes a Charter Champion. Becoming a Charter Champion would be a signal to the voluntary sector that Aberdeen City Council formally recognises the significant role which volunteers have supporting our communities of people and place. Further, it would be a declaration that the Council considers the impact of its work on volunteers
1.3 Is this a new or existing policy?
New
1.4 Is this report going to a committee?
Yes
1.5 Committee name and date:
Full Council – 3 July
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
CORS/24/177

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?

	What is the impact?				
	Negative			Neutral	Positive
Protected Characteristic	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?

Becoming a Charter Champion would be a signal to the voluntary sector that Aberdeen City Council formally recognises the significant role which volunteers have supporting our communities of people and place. Further, it would be a declaration that the Council considers the impact of its work on volunteers and is committed to the principles of the Volunteer Charter which will have a positive impact on all protected characteristics engaging in volunteering.

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 Population Needs Assessment of 2023](#): Volunteering: There are currently over 80,600 volunteers in Aberdeen City, contributing an incredible 6.2 million hours of help every year in Aberdeen [93]. The high levels of volunteering we have in Aberdeen which ACVO support was highlighted in an analysis of volunteering responses to COVID-19 from Volunteer Scotland which showed that the COVID-19 Support Volunteers role registered with ACVO was the third most popular role in the whole of Scotland and the Bon Accord Care Support Volunteers the eighth most popular one people expressed an interest in. This again reflects the tremendous volunteering and caring/community spirit we have in Aberdeen.

The October 2023 Volunteering Action Plan survey results show 76% of Volunteer Involving Organisations are experiencing challenges with volunteer recruitment with volunteer retention issues impacting 61% of groups.

Youth volunteering is also a great strength in Aberdeen, with 2,459 young people (age 12-25 years) undertaking Saltire Awards for volunteering (locality breakdown: Central: 541, North: 1155 and South: 763 people). The Saltire Awards are national awards endorsed by the Scottish Government and delivered in each local authority area by Third Sector Interfaces (ACVO in Aberdeen) to recognise the marvellous contribution young people make volunteering and the achievements of young volunteers. Certificates are awarded in recognition for undertaking 10, 25, 50, 100, 200 and 500 hours of volunteering [93]. We know there is substantial economic and social value in the act of volunteering with research showing increased life expectancy and quality of life values. Through our improvement projects we have built on the volunteering community that was crucial during the covid pandemic and sought to sustain the unprecedented level of volunteering seen during that time by further developing a wide range of opportunities. Between December 2021 and March 2023, we saw a 17.4% (437 to 513 – 76 new opportunities in total) in volunteer opportunities on the volunteer hub as a result of consistent promotion of the Hub across media and in contact with groups and volunteers augmenting ACVO's efforts.

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

All Community Planning Partners have been engaged by Community Planning Aberdeen Management Group on the Charter and each are considering if they are signing up as an individual organisation to the charter, but also whether they support Community Planning Aberdeen signing up.

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)?

The outcome of the engagement and consultation on the LOIP and Locality Plans. The outcome of both can be accessed <https://communityplanningaberdeen.org.uk/community-planning-structure/our-plans-and-strategies/local-outcome-improvement-plan-and-locality-plans-refresh-2023-24/>

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 report.

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 report will have neutral or positive impact on people in these groups as detailed above. Principle 2. Ensures that volunteers should receive no financial reward for their time however out of pocket expenses should be covered. No one should be prevented from volunteering due to their income". Any costs attributed to the volunteering activity beyond commuting to and from the relevant location would be covered by the Council (e.g. costs of any pre-approved purchases or travel).

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?

As detailed at 2.3 above

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

As detailed at 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?

As detailed at 2.3 above

3.4 What mitigations can be put in place?

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

No negative impacts identified.

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

High
Medium
Low

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 have a neutral impact on Human Rights. Becoming a Charter Champion would be a signal to the voluntary sector that Aberdeen City Council formally recognises the significant role which volunteers have supporting our communities of people and place. Further, it would be a declaration that the Council considers the impact of its work on volunteers

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 report.	
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?

The report will have a neutral impact. Becoming a Charter Champion would be a signal to the voluntary sector that Aberdeen City Council formally recognises the significant role which volunteers have supporting our communities of people and place. Further, it would be a declaration that the Council considers the impact of its work on volunteers.

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?

Aberdeen City Council is currently developing a Corporate Volunteer Strategy and will ensure there is clear and consistent guidance for staff on the principles of the Charter. Development of the Strategy will provide further consideration and identification, where applicable, of further impacts as a result of the Strategy.

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.

Aberdeen City Council is currently developing a Corporate Volunteer Strategy and will ensure there is clear and consistent guidance for staff on the principles of the Charter. This will include a regular review to ensure the Strategy remains relevant.

If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.

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