

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

Engagement Strategy and approach for stakeholders impacted by RAAC found in properties in the Balnagask area.

1.2 What does this policy seek to achieve?

Background

At the meeting of Full Council on 11 October 2023 a presentation was given to members on Reinforced Autoclaved Aerated Concrete (RAAC). On 29 February 2024 an Urgent Business Committee report provided an update on the works undertaken to identify the extent and impact of the presence of RAAC in the Balnagask area of the city. A significant number of intrusive surveys were undertaken and it was recommended that council tenants in affected properties should be permanently rehomed.

Since, officers began engaging council tenants to understand their needs in order to identify suitable alternative accommodation, whilst further option appraisal consideration was due to be developed to provide proposals on the viability of the long-term future of the affected properties. Officers have also engaged with owners and private tenants throughout this time.

Elected members have requested the Officers endeavour to keep council tenants, owners and private tenants and other stakeholders including other representatives and the Housing Regulator informed.

Presently

The Council continue to survey homes and a Business Case, will be presented to Council on 21 August 2024. The business case will provide three valid options, and one non-valid option, detailing the works to be done, advantages, disadvantages for residents living in RAAC affected homes and local community along with the indicative cost to the Housing Revenue Account. As per the request of elected members, options will be presented to key stakeholders, including residents living in RAAC affected homes

(including council tenants, homeowners and private tenants), the local community and council tenants. Key stakeholders will be engaged on the three remaining valid options and informed on the non-valid option. Key stakeholder feedback will be considered by the Council at a future meeting scheduled to take place on 21 August 2024.

The first stage of engagement will take place from 8 July – 31 July 2024. An engagement strategy has been written, outlining how the Council will engage with key stakeholders on the three remaining valid options and inform on the non-valid option.

The Integrated Impact Assessment sets out how the Council will ensure inclusive and diverse engagement practices for low impact on protected characteristic groups. To help ensure key stakeholders are not at a disadvantage when engaging on the three remaining valid options and expressing their concerns on the impact options may have on their households, local community and cost to the Housing Revenue Account.

The report outlines the proposed engagement approach and recommends that Council:

- Approve that engagement on the remaining three options is planned to be held during July 2024, which will be open to all Council tenants as required by the Housing Act 2001. Refer to Appendix B: Proposed Stakeholder Engagement.
- Note that it is proposed that private owners / tenants shall be invited to participate in that engagement.

The purpose of the Integrated Impact Assessment is therefore to provide evidence and assurance to the Council that the proposed engagement approach does not put key stakeholders at a disadvantage when engaging on the three remaining valid options and expressing their concerns on the impact options may have on their household, local community and Housing Revenue Account.

1.3 Is this a new or existing policy?

This IIA is specifically in relation to the proposed engagement approach, it complements the existing IIA prepared at the start of the process to support residents living in RAAC affected homes to be rehomed.

1.4 Is this report going to a committee?

Yes

1.5 Committee name and date:

The report is being considered at Council on 3 July 2024

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

Reinforced Autoclaved Aerated Concrete (RAAC) Update at Balnagask
CORS/24/204

1.7 Function and cluster:

City Regeneration & Environment: Capital
Families & Communities: Corporate Landlord
Families & 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?

	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?

The Integrated Impact Assessment has identified that the proposed engagement strategy has low impact on a number of the protected characteristic groups, please see those listed below:

- **Age: Children and young people** may find it challenging to understand the options presented and their impact. **Adults and older people** who have health conditions and/or disabilities, may not be able to attend in drop-in sessions. **Stakeholders with dementia/Alzheimer's** may be excluded from engaging due to their lack of awareness.
- **Disability:** Stakeholders who have disabilities may find it hard to attend planned sessions. Stakeholders may have a number of conditions and or impairments, including physical disability, hearing impairment, sight impairment and health conditions that could lead to them not engaging or being engaged with.
- **Pregnancy and Maternity** For women who are pregnant or on maternity leave, they may feel unable to attend drop-in sessions due to having a new born baby or needing to take additional rest during pregnancy.
- **Race** English may be a second language to key stakeholders. This may prevent key stakeholders from understanding the options presented and therefore effectively feeding back to the Council on how the three remaining valid options may impact their households, local community and Housing Revenue Account.
- **Religion or Belief** key stakeholders who follow religious practices may not be able to participate in engagement sessions at particular times and dates due to religious festivals, ceremonies or practices.

When engaging with key stakeholders, the proposed engagement strategy has considered the impact on stakeholders who have multiple characteristics, by continuing to adopt a person/family centred approach, ensuring an understanding of need at the earliest point.

The Integrated Impact Assessment has included, Gender Reassignment, Marriage and Civil Partnership, Sex and Sexual Orientation as having a neutral impact. This is due to the engagement approach being ordinarily supportive of such groups.

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 data used to inform the Integrated Impact Assessment is from Scotland's Census 2022 for Aberdeen City and Torry/Ferryhill, Aberdeen City Council Area Profile 2022, the Scottish Index of Multiple Deprivation 2020, Our Place Our Priorities Torry 2016 and Public Health Scotland. Please see a summary of data insights below.

Age: In Torry/Ferryhill, 14% of the population are aged 16 and under, 13% are aged 65 and over, 42% of the population are aged between 25-50 years (Census, Torry/Ferryhill, 2022). In Aberdeen City, 16% of the population are aged 16 and under, 17% are aged 65 and over, 37% are aged between 25-50 years (Census, Aberdeen City, 2022).

Religion: Over 60% residents in Torry/Ferryhill have stated they do not follow a religion, 29% are Christian, including Church of Scotland, Roman Catholic and Christian Other and 4% make up of other religions including Hinduism, Islam, Judaism, and Sikh (Census, Torry/Ferryhill, 2022). 58% of people in Aberdeen City said they had no religion, 30% are Christian, including Church of Scotland, Roman Catholic and Christian Other and 5% make up of other religious faiths including Islam, Sikh and Judaism (Census 2022, Aberdeen City).

Race: Over 80% of population in Torry/Ferryhill are white Scottish and white British, 6% are white Polish. Ethnic minority groups including Gypsy Traveller, Asian, Arab, African and Caribbean make up around 10% of the population (Census, 2022, Torry/Ferryhill). 16% of the population in Torry speaks a language other than English at home (Our Place Our Community Aberdeen 2016). In Aberdeen City, 86% of the population are White, of which, 67% are White Scottish, and 7% are Other White British and 4% are white Polish. Ethnic minorities make up around 10% of the population and include Asian, African and Caribbean (Census, 2022, Aberdeen City).

Disability: In Torry/Ferryhill 17% of adults live with long term limiting physical or mental health condition. In Aberdeen City 20% of adults live with long term limiting physical or mental health condition (Census, 2022).

Pregnancy and Maternity In 2022, there were 2,260 births in Aberdeen City (Census 2022). In 2022, there were 211 births in Torry/Ferryhill (Census, 2022).

The insights from data are detailed below:

Language Diversity: The data indicates that a large percentage of the population in Torry and Aberdeen will have English as a first language, however it highlights the importance of providing multilingual resources and services to effectively engage with a linguistically diverse community.

Disability representation: The data uncovers the need for accessibility measures in engagement strategies, such as providing accommodations for different disabilities, ensuring information is accessible to all.

Age distribution: the population shows significant diversity in age groups, with over 65s indicating a presence of older adults who may have specific needs related to aging, under 16s highlighting a sizeable proportion of children and adolescents and 25-50 years presenting a need around family friendly engagement provisions.

Religious diversity: the data reveals a diverse religious landscape, with a larger percentage of the population identifying as non-religious, reflection a secular or atheist viewpoint, and of those that are religious, being largely Christian, indicating a significant Christian community, whilst still showing religious diversity in the community including Islam, Sikh, Buddhism and Judaism.

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

This IIA is related to the proposed engagement strategy that will be adopted. This strategy, outlined in Appendix B of the Council report, recognises the different approaches that will be used to ensure inclusivity. Officers have, throughout the rehoming process, engaged with households who have been impacted by RAAC, Torry Community Council and Torry Partnership (which includes representatives from the local community, schools, Police Scotland). Officers have also had regular meetings with representatives from Adult and Children's Social Work, Education and GP services and met with the Tenant and Resident Forum to provide an update on the programme and planned next steps.

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)?

This is not a policy, this IIA is related to an engagement approach. Officers recognise the need to be flexible in approach to ensure the different key stakeholders are supported to participate. Officers will include the feedback gathered through this engagement in a future report which will recommend an outcome for the RAAC affected properties.

2.4 What mitigations can be put in place?

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

Low impact has been identified across a number of protected characteristic groups, please see below an outline of mitigations that are to be put in place, helping to reduce the impact of the engagement strategy.

Age:

- Families/carers with Children will be invited to drop-in sessions which will include exhibition boards. These sessions will take place in Torry and Aberdeen City Centre, where children and young people will be supported to share their feedback with officers, in family friendly settings. These will be complemented by an online offering.
- Adults and older people will be invited to drop-in sessions which will include exhibition boards. These sessions will take place in Torry and Aberdeen City Centre, where people will be supported to share their feedback with officers. This will be complemented by online engagement provisions.

Disability:

- **Physical and health condition:** All engagement venues will be accessible for people with mobility issues. If key stakeholders are unable to attend the drop-in sessions, they will be able to access information online including information on options, the engagement strategy and key dates along with the survey. Information will also be shared via social media.
- **Sight impairment:** key information including the information pack will be available in large print and/or in braille, at the request of key stakeholders.
- **Hearing impairment:** A sign language interpreter will be made available at the request of key stakeholders when attending drop in sessions.
- **Learning disability:** The engagement approach ensures that all information is written in plain English and is Jargon free. If a specific need is identified the Council will provide additional tailored support on request.
- **Key stakeholders with Dementia/Alzheimer’s:** Will be provided with specialist communication approaches at the request of key stakeholders, including home visits, to spend time with residents and family members to go through their key issues and ensure their feedback is included in the options appraisal.
- **Pregnancy and Maternity:** If key stakeholders are unable to attend the drop-in sessions, they will be able to access information online including information on options, the engagement strategy and key dates along with the survey. Information will also be shared via social media.
- **Race:** For stakeholder whose English is a second language, translation of documents will be made available upon request.
- **Religion or Belief:** Engagement dates and scheduled events will be sensitive to religious holidays, festivals and times of fasting, and dietary practices.

The engagement strategy, key documents, link to the survey will be shared with key contacts in the Health and Social Care Partnership, GP services, Children and Family Social Work and Education to ensure they have awareness of the proposed approach and can support engagement in the survey or drop in sessions as appropriate.

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

There is potential for key stakeholders to be unable to attend drop-in sessions, due to other commitments, included but not limited to work, family commitments, or other pre-arranged activities. Furthermore unexpected costs associated with traveling to a drop in session could be a financial pressure for those that are experiencing low income/income poverty. There is also a recognised complexity related to some of the technical information contained within the options, which may be challenging for some people to understand who do not have experience in a technical/engineering field.

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?

Data: Torry ranked the most deprived area (20%), and parts of Torry East ranked most deprived area (10%) across income, employment, education/skills and housing, crime and Geographic Access (Scottish Index of Multiple Deprivation, 2020). In addition, 1 in 3 adults in Torry have no formal qualification (Our Place Our Priorities Torry, 2016). In Balnagask 30% of the population are income deprived (Our Place Our Priorities Torry, 2016).

According to Public Health Scotland, over 13% of Children are from low income families, and nearly 9% of the population in Aberdeen are income deprived, both statistics are below Scotland's average, this is compared with Torry East whereby over 25% of Children are from low income families and 21% of the

population are income deprived (Public Health Scotland, Health and Wellbeing Profile Aberdeen City).

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

This IIA is related to the proposed engagement strategy that will be adopted. This strategy, outlined in Appendix B of the Council report, recognises the different approaches that will be used to ensure inclusivity. Officers have, throughout the rehoming process, engaged with households who have been impacted by RAAC, Torry Community Council and Torry Partnership (which includes representatives from the local community, schools, Police Scotland). Officers have also had regular meetings with representatives from Adult and Children’s Social Work, Education and GP services and met with the Tenant and Resident Forum to provide an update on the programme and planned next steps.

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?

This is not a policy, this IIA is related to an engagement approach. Officers recognise the need to be flexible in approach to ensure the different key stakeholders are supported to participate. Officers will include the feedback gathered through this engagement in a future report which will recommend an outcome for the RAAC affected properties.

3.4 What mitigations can be put in place?

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

Drop-in sessions will primarily be held in the Torry area and Aberdeen City Centre, ensuring all key stakeholders can engage with the Council.

Residents living in RAAC affected properties (or have recently been rehomed from) will receive information packs with surveys included that will have pre-paid envelopes. Other council tenants, including the local community will be able to access a link to the website where they can find all the information presented at the drop-in sessions along with the survey. Information will also be shared via social media.

The information on each of the three remaining valid options and their benefits and disbenefits will be written using plain English and jargon free, for key stakeholders to understand the information presented.

It is proposed that three drop in sessions will be held, two of these will be on weekdays and one on a Saturday to ensure key stakeholders have an option to attend.

With mitigations in place, what is the new overall rating of the negative impact(s)?	High	
	Medium	
	Low	x
	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 engagement strategy will not impact Human 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		x	

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

The Engagement Strategy will not impact 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?

No further impacts identified.

Overall summary of changes made as a result of impact assessment.

The approach to stakeholder engagement has been developed to ensure communication approaches are inclusive, diverse and tailored to the needs of key stakeholders to enable them to effectively participate.

Outline of how impact of policy will be monitored.

Officers recognise the need to be flexible in approach and responsive to needs, to ensure the different key stakeholders are supported to participate.

Officers will include the feedback gathered through this engagement in a future report which will recommend an outcome for the RAAC affected properties.

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

Throughout the development of options, officers have endeavoured to keep council tenants, owners, private tenants and other stakeholders informed. The proposed engagement approach is essential to ensure that all stakeholders are informed of the options and that they effectively understand them to enable them to provide feedback on the impact of each.

Assessment Author	John Wilson & Jacqui McKenzie
Date	24 June 2024
Chief Officer	John Wilson (Chief Officer Capital) & Jacqui McKenzie (Chief Officer Housing)
Date	24 June 2024