

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.

For additional information and guidance about IIAs, please visit: [Integrated Impact Assessments \(IIAs\)](#)

Please do not delete any questions/ alter the form.

1. About the Policy

1.1 Title

Culture Investment Framework

1.2 What does this policy seek to achieve?

In 2023 the Council commission a review of its funding and delivery model for culture in order to inform future approaches. The review aimed to evaluate the effectiveness of current Council funding for the delivery of culture initiatives, examining the current funding structure to identify areas for improvement and strategies to optimise the allocation of resources and for more effective impact against Council priorities.

The review identified the current funding model was no longer fit for purpose in reflecting the challenges on public finances but also in respect to support the growth and resilience of the culture sector in Aberdeen.

The Framework has been developed to replace the current grant programmes for culture and make improvements in the areas identified by the Review. In accordance with The Review recommendations, The Framework will be aligned to the refreshed Local Outcome Improvement Plan’s (LOIP) Stretch Outcomes and Key Drivers. The priorities for investment will be informed under the principles of participation in culture being a preventative measure against harm, supporting positive socioeconomic outcomes.

3.5 The Framework and the subsequent investment programme have been developed through a combination of internal engagement with relevant services, best practice learning from other established funding programmes including Arts Council England, Creative Scotland and The Leeds Culture Investment Programme, stakeholder engagement with current recipients and equalities groups through workshops and online surveys. The draft priority themes, principles and objectives have been tested with the general public through an online consultation. The report makes the following recommendations:

- Note the process of developing the Culture Investment Framework, including stakeholder engagement and public consultation;
- Approves the new Culture Investment Framework, its principles, priorities and criteria;
- Note the current levels of funding allocation to external cultural delivery sourced through the Common Good Fund; and
- With respect to the Common Good Fund, agree future proposals for non-capital creative projects and cultural funding support are directed through the Culture Investment Programme.

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:

Finance and Resources August 7th 2024

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

CR&E/24/214

1.7 Function and cluster:

City Regeneration & Environment, City Development & Regeneration.

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?

Review recommendations is establishing a new funding framework for culture activity, shifting from historical funding arrangements to a new application process which will move to outcome focus, delivering on Council priorities including supporting opportunities and giving voice to those from protected characteristic backgrounds. This will introduce new participation targets and provide greater evidence of cultures on social economic priorities.

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?

Our primary data is drawn from Council led/commissioned research and specific consultations on the Culture review, priorities and Framework

2024/25 Budget consultation (Culture Programme IIA)

Culture Priorities Public Consultation

Culture Delivery and Funding Review analysis

Stakeholder Engagement Consultation

Aberdeen City Population Needs Assessment.

LOIP Refresh consultation 2023

Due to timescales we have not been able to undertake specific consultation with children and young people so have relied on information drawn from the LOIP refresh consultation and national published research and consultation (list below). We would seek to get Aberdeen specific data through future consultations and surveys.

Scottish Household Survey 2022

<https://www.creativescotland.com/binaries/content/assets/creative-scotland/resources-and-publications/research/2024/youth-engagement-in-grant-making-report.pdf>

https://www.youthscotland.org.uk/wp-content/uploads/2023/04/Step-into-the-Arts_Final-Report.pdf

<https://www.creativescotland.com/binaries/content/assets/creative-scotland/resources-and-publications/research/2022/creative-scotland-arts-and-health-mapping-report.pdf>

<https://www.disabilityartsinternational.org/wp-content/uploads/2021/04/Time-to-Act-embargoed-report.pdf>

What did the data told us.

- Perception that the funding processes are not transparent as they could be, i.e. why some organisations get more than others, what they actually deliver in return etc.
- Observation that the council's investment on culture seems to prioritise bigger organisations/venues and bought in events over smaller scale local delivery.
- Lack of clarity on the Council's priorities for culture and strategic alignment to other
- In respect to those consulted that fall within protected characteristics, funded cultural activity is valued as economic driver (tourism/place to live) and for the health and wellbeing impacts. Many view the primary benefit of participation as opportunity to spend time with friends and family and learning – both important factors in tackling themes of healthy life expectancy, mental health/loneliness and civic pride/engagement.
- Participation in cultural activity has dropped as a result of Covid/ Cost of Living but is showing signs of recovery. Engagement rate in Aberdeen is higher than the national average and that includes areas such as participation from those with disabilities. Where there is room for improvement is in respect to areas with highest deprivation where Aberdeen is currently below national average.

- For those not participating/attending the reasons given were lack of time, offer was not of interest and
- In the LOIP public consultation the value of cultural activity (festivals and events) were highlighted in respect to community cohesion and expression, particularly in young people.

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

Through the Culture Review there was significant consultation undertake with both external cultural organisations and internal cultural service to understand stakeholders understanding of cultural funding, impacts and processes as well as who the beneficiaries are of current funding and any existing gaps.

What was evident is there was areas of good practice but weaknesses in respect to strategic alignment and evidence of reach/impact of the activities as well as inconsistencies in funding decisions which were primarily based on 'historic' arrangements or budget savings.

Finance and External Funding team, looked at historical trends and levels of demand. Agreed a streamlined multi-year process would be beneficial in terms of getting best value long term and budget processes. Have one grant programme with clear priorities and principles for culture activities would reduce duplication and result in better outcomes in respect to Following the Public Pound.

Community Planning and Equalities and Diversity Team, engage in respect to consultation and alignment opportunities for the LOIP. There is already some culture partners leading on the stretch outcomes and improvement projects so the revised framework could support this further.

Data and Insight, provided guidance and support in respect to approach to data gather, analysis and performance indicators. Recommendation is an Impact data hierarchy approach with an underlining logic model.

Officers also engaged with Leeds Culture Team, Glasgow Life and Creative Scotland with respect to their processes and delivery, including impact monitoring.

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)?

review of the current investment and organisations supported and analysed the Council's current approach and rationale for support. Organisations and initiatives subject to the review include APA, Castlegate Arts, Peacock Visual Arts, Citymoves Dance Agency, Sound Festival, Jazz Scotland, SPECTRA Festival, Nuart Aberdeen and the open application project fund, Creative Funding. As part of the process the Review team have carried out consultations with all 'core' funded cultural organisations, Council cultural service managers, Creative Funding recipients, Culture Aberdeen, Visit Aberdeenshire, Aberdeen Inspired, COSLA and national public sector funders. Surveys were also conducted with around 40 Creative Funding grant recipients.

Stakeholder engagement sessions led by Independent facilitator(s) Charlotte Wilson Research Services, consultee including current culture funding recipients, culture venues and other sector representatives. In terms of protected characteristic's representation the following groups participated. Early Intervention Aberdeen, Aberdeen Interfaith Group, Learning Disability Group of Aberdeen and Aberdeenshire, Aberdeen Action on Disability, Aberdeen University Students' Association and We Are Here Scotland.

Online Public Consultation on culture priorities, 409 completed the survey. Of those responding-

- Around 33% stated they had a disability lasting 12 month or more which impacted their life

- 6.58% of respondents came from an ethnic minority background
- 19% of respondents live within The most deprived 20% data zones in Aberdeen City according to submitted postcode data.
- Just over 5% identified as gay, lesbian, bisexual or other

Comments from those with protect characteristics on Framework Aims

Proposal sounds inclusive and achievable.

It is important to individuals' well-being/mental health to have access to cultural facilities

It makes sense if the funding available to use can bring in additional funding nationally as this will benefit the city and its residents

The benefits of a vibrant cultural environment are far reaching in the community and the monetary value in wellbeing and growth can far exceed the investments made

2024 Budget consultation (previous proposal to cut culture funding)

AGE

- *Don't touch that arts & culture budget - especially when it comes to children and young adults' access. It's vital for mental health well-being, and for developing citizenship values.*
- *We do not need to reduce funding for Culture and Sport as this directly helps in the health and mental well-being of people, particularly young children.*
- *We don't have enough as it is and really important to encourage tourism & students. Also important as a means to support anti-social behaviour, care experienced children and those who have experienced trauma.*
- *Any reduction in grants or removal of funding is detrimental to the society, the mental wellbeing of citizens especially children/youth and would result in far more serious crime & violence that will cause additional spending.*

DISABILITY

- *Accessible events and social spaces are very important to people with disabilities.*
- *If people cannot attend events due to support available, for example guidance for people who are visibly impaired, this will have a negative impact on their overall wellbeing and could mean they rely on other council or public services for assistance and support.*
- *...reducing these will disproportionately impact on the poorest in our society and those with less means. That would tend to be single mothers, care experienced people and people from minority ethnic communities.*
- *I think this would have a major impact on community. There are little things to do in Aberdeen as it is. By doing this you are taking away opportunities for children and young people. They will have no option but to hang about the streets causing trouble if there is nothing to do.*
- *For people with severe autism, having access to a variety of stimulating activities is really essential for improved learning, stimulation and socialisation with others. This is the case whether it takes the form of performance by others; artistic activities for the individual; or access to sport and exercise for the individual. Any major reduction in funding of these activities would be a huge blow to level 3 autistic people. The arts and sport are not just 'nice to haves', but as stated above, essentials for fulfilling lives for all participants.*

2.4 What mitigations can be put in place?

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

Consultation feedback was very positive regarding the frameworks proposed aims, priorities and principles (80% plus). The principles include several points which are relevant to IIA -

Public benefits - Ensure Council investment is used for public benefit, demonstrating impacts to evidence and investment is delivering on our priorities.

Local Impact - to support the local culture economy to develop capacity and capability to be more sustainably and successful.

Diversity - Reflect the growing diversity of the city and foster creativity in every community.

Inclusive - Make funding guidance clear, easy to understand, accessible and inclusive. To make monitoring consistent and proportionate to the levels of investment

The Investment funding assessment matrix and monitoring framework will be aligned and weighted to these points to build up evidence of impact and positive change.

The Framework has built its priorities around the current LOIP themes to ensure they align to the identified population needs

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 \(www.gov.scot\)](https://www.gov.scot/publications/fairer-scotland-duty/guidance-for-public-bodies/)

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?

Revised Framework application process and priorities will incentivise activities targeting the above groups as well as encouraging more applications from areas of deprivations. Application form questions and monitoring framework are to be tailored to support activity which removes barriers to participation, specifically where cost and accessibility is an issue.

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?

See point 2

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

See Point 2

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?

Budget Consultation 2024, impact of reducing support to culture. highlighted comments relating to socio-economic impacts:

LOW INCOME

If services are cut or additional fees are required for arts, culture and sports this would negatively affect those on fixed incomes and relying on benefits. Feelings of wellbeing, good mental and physical health are linked to access to these events. If people cannot attend events due to support available, for example guidance for people who are visibly impaired, this will have a negative impact on their overall wellbeing and could mean they rely on other council or public services for assistance and support.

Arts and culture are extremely important to society and especially to enriching the lives of vulnerable people.

Again, reducing these will disproportionately impact on the poorest in our society and those with less means. That would tend to be single mothers, care experienced people and people from minority ethnic communities.

HEALTH & WELLBEING

Arts and culture are important for mental wellbeing and quality of life.

These are vital resources for all of the community. Places for people to gather and be together which is vital for health. Also, they are part of a provision of warm spaces for people and opportunities for health and leisure. Overall physical and mental health will be reduced by removing these services and the inequality gap will widen as those who can afford to go to private provision will do so and those who cannot afford this will have nothing. Then, their poor health will deteriorate further and for young people this will mean less positive life outcomes.

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?

The policy will not impact Human rights as currently set out in law.

The review makes reference to Scottish Government plans to introduce a new Human Rights Bill. The Bill will incorporate a range of economic, social and 'cultural rights' into Scots law for the first time, including the 'right to take part in cultural life and enjoy the benefits of scientific progress'. The definition of culture will be broad and will include artistic expression, cultural heritage and participation in cultural life which are recognised within the UN treaty definitions. These changes could have significant impacts for Local Authorities as Duty bearers and therefore the principles have been built into the Framework approach.

4.3 What mitigations can be put in place?

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

There are no negative impacts at this time but to mitigate against any prospective implications of the new Human Rights Bill, The Framework application processes and data monitoring have been planned and scoped with the new Act in mind.

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?

Access to cultural programmes have been evidenced to benefit mental and physical health for children, the framework would support increasing access and better monitoring to track impacts and make improvements to delivery. In the LOIP consultation feedback from young people has highlighted the importance of cultural activity to them in respect to right to recreation and play, specifically want more music, festivals and participation opportunities – which will be feed into the framework approach. Review recommendations seek to increase access to cultural participation for groups in regeneration areas with higher demographic of ethnic minorities.

Previous grant programmes have not specifically asked for demographic background on participants as such the new framework will be more targeted in support and evidence gathering of impacts.

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?

N/A

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

The consultation process did highlight a few points which has led to the amendment of the framework. The priorities of the Culture Investment Framework were focussed around the LOIP themes, consultant feedback suggested this did not fully recognise the value and place of culture, especially for those in which culture was an intrinsic part of their identity. As such, two additional themes of 'experience' and 'Celebrate' have been developed to capture these points.

Theme	Description	Outcome
Experience	Recognising the intrinsic value of creativity and removing barriers to experiencing culture.	Everyone who calls Aberdeen home has the opportunity to engage in high quality creative and cultural activity.
Celebrate	Creating a clearer/ stronger identity and cultural narrative	The creative diversity of our people and communities is celebrated, we use culture and creativity to share and celebrate our stories to the world.

While consultees were positive around the framework aim, principles and priorities there were several that made the point they would hold little value without good planning and monitoring behind them. To that end we have been working with colleagues in Data and Insight to ensure we have a consistent and methodical approach to evidence gathering which is relevant and proportionate to the level of investment awarded.

Outline of how impact of policy will be monitored.

A specific monitoring framework is being developed for the investment programme to ensure funded parties are fully aware from the outset what information and data they will need to be gathering to evidence impact. A monitoring logic model will be included in the report to committee.

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

Out with the control of the Framework is the level of funding which will be available for making grant awards. With limited resources the framework may not be able to have the full intended impact. At the same time more limited resources justifies the more targeted approach of the Culture Investment Framework.

Assessment Author	Mark Bremner
Date	23/07/2024
Chief Officer	Julie Wood
Date	25/07/2024

Remember to delete and/or replace any text in **red** which is used for guidance only. Your completed IIA should be in black text and submitted to equality_and_diversity@aberdeencity.gov.uk