

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
Heritage and Place Programme- Area Partnership governance and Board Terms of Reference
1.2 What does this policy seek to achieve?
This Heritage and Place Programme governance structure seeks to achieve equality in representation in the community’s voice in the development and delivery of the Heritage and Place Programme.
The Heritage and Place Programme is an area-based funding programme that aims to contribute to the development of vibrant and sustainable places in Scotland, through community-led regeneration of the historic environment.
Following successful first round (development phase) grant applications to Historic Environment Scotland and the National Lottery Heritage Fund, and in line with Committee approval of 29 March 2023 (COM/23/100), Aberdeen City Council is currently in the project development phase.
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 Committee
7 August 2024
1.6 Report no and / or Budget proposal number and / or Business Case reference number:
CR&E/24/208

1.7 Function and cluster:

Strategic Place Planning – CO David Dunne

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?

The Heritage and Place Programme governance structure proposes an Area Partnership Board, with support to the project team through the Area Partnership Support Group.

The Area Partnership Board comprises representation from Council, community and business, the heritage sector, and young people. The inclusion of the Aberdeen Youth Movement is a point of departure from the Conservation Area Regeneration Scheme (CARS) Board and recognises the importance of the Aberdeen Youth Movement in representing young voices across the city.

The Area Partnership Support Group represents and draws on the experience and knowledge of a breadth of groups, including those representing people with protected characteristics. People with disabilities are represented through the Disability Equity Partnership. A variety of faith groups, active in the scheme boundary, are also represented.

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?

In reaching the above assessment we have engaged with a broad range of internal and external consultees, to help to identify those people or groups underrepresented in the (previous) CARS programme structure and to identify those with an interest in the Heritage and Place Programme. We

also reviewed the draft Heritage Activities Plan for Heritage and Place Programme, which identified unrepresented people/groups and barriers to engagement.

The two-tier structure of the Area Partnership (Board and Support Group) aims to ensure the community voices are heard in the delivery of the Heritage and Place Programme, in ways that are deliverable and equitable.

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

In seeking to engage with a wide range of (representative) stakeholders we have consulted with the Equalities Officer, the Disability Equity Partnership, Aberdeen Youth Movement, ACVO, Aberdeen Foyer and other third sector organisations working in the city centre, faith groups active in the scheme boundary, retail representatives and educational institutions. At the time of writing engagement with residents in the tower blocks of Marischal and Virginia Courts was due to commence, following a delay as a result of an earlier Council consultation and report.

We identified very broad interest in actively engaging in the Heritage and Place Programme, either through codesigning and participating in activities and in supporting the programme through consultation and advice. The governance structure provides the platform by which we will deliver on the latter with the key stakeholders and community group.

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)?

We have engaged with the Aberdeen Youth Movement and Disability Equity Partnership through meetings and their involvement in the Theory of Change workshop, which identified the key outcomes for the programme. We have met with representatives of the various faith groups, including organising focus groups for the development of the Activities Plan.

The outcome of the engagement is that Aberdeen Youth Movement, Disability Equity Partnership ACVO and others have welcomed the early engagement and are keen that this continues through the development and (5 year) delivery phases.

The development of the Support Group enables involvement in a way that is sustainable, drawing on their experience and expertise in specific areas as and when required while being answerable to that membership through regular 6-monthly meetings.

2.4 What mitigations can be put in place?

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

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

High
Medium
Low
Negative Impact Removed

3: Socio-Economic Impacts

This section is used to consider the impact of the policy on people who might be **unemployed, single parents**, people with lower **education** or **literacy**, **looked after children**, those with **protected characteristics** as examples.

Use this guide to understand more on socio-economic inequalities: [The Fairer Scotland Duty: Guidance for Public Bodies \(www.gov.scot\)](http://www.gov.scot)

3.1 What impact could this policy have on any of the below groups?

Group	Negative			Neutral	Positive
	High	Medium	Low		
Low income / income poverty – those who cannot afford regular bills, food, clothing payments.				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 programme will make positive impacts on people from the deprived areas of the east end of the city centre through ensuring that they are represented on the Area Partnership Support Group.

In providing support to, and a sounding-board for, the Project Team the Support Group will help to steer the programme outputs and support the delivery of the shared outcomes.

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?

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

We have engaged with housing support officers for the area as well as service providers active and/or based in the area.

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?

Engagement and consultation with residents of the tower blocks has been limited to date due to another (ongoing) community consultation, but we have engaged with service providers active and/or based in the area.

The proposed governance structure allows for resident representation on the Support Group and engagement is due to commence very soon.

3.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?	
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 have neutral impact.

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			

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

Through representation on the Board (AYM) and the Support Group (educational institutions and Youth Ambassadors) the rights of young people identified above will be impacted positively. Young people will have a platform to express their view and hopes for the city centre and will play an active role in helping to agree project outcomes and activities for Heritage and Place Programme.

5.3 What mitigations can be put in place?

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

If mitigations are in place, does this remove the negative impact?

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

6: Sign Off

Any further positive or negative impacts on individuals or groups that have been considered?
Overall summary of changes made as a result of impact assessment.
Young people and people with disabilities will have greater representation in the governance structure of the Heritage and Place Programme, and the programme will benefit from their experience, insights, and ideas.
Outline of how impact of policy will be monitored.
We will monitor progress (and implement any changes as necessary) on an annual basis with the support of an evaluation consultant.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.

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Date	14 June 2024
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Date	23/07/2024