

The purpose of an Integrated Impact Assessment is to evidence that Aberdeen City Council is meeting its legislative duties by assessing the potential impacts of its policies and decisions on different groups of people and the environment. The legislation considered within this assessment is:

- Section 2 [Equality Act 2010 protected characteristics](#)
- Section 3 [Socio-Economic](#)
- Section 4 [Consumer Duty](#)
- Section 5 [Human Rights](#)
- Section 6 [Children and Young People’s Rights](#)
- Section 7 [Environmental impacts](#)

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

Procurement (Aberdeen Just Transition Collaboration)

1.2 What does this policy seek to achieve?

In March 2021, Aberdeen City Council approved its Climate Change Plan 2021-25, aiming for a net-zero carbon footprint and enhanced climate resilience in council operations by 2045. In 2022 Aberdeen City Council led the co-creation of the citywide Net Zero Aberdeen initiative: a climate adaptation framework, a routemap to net zero by 2045 and a suite of themed, place based strategies which include empowering a just transition.

The Council has secured and approved 100% external funding, through an agreement with Barclays, SSE, bp and Shell, to:

- Undertake a procurement process for the Aberdeen Just Transition Collaboration via an Open Procedure route.
- The estimated expenditure of up to £200,000 (100% externally funded) for the duration of the contract commencing c. December 2024 for an estimated period of up to 12 months.

This contract will facilitate collaborative research and stakeholder engagement to explore and identify potential projects that advance a just energy transition in Aberdeen. It will convene funding partners, engage the public and key stakeholders in structured dialogue, and develop proposals to accelerate just transition initiatives. This is an exploratory exercise focused on strategic planning, with no immediate "on the ground" projects.

1.3 Is this a strategic programme/proposal/decision?

No

1.4 Is this a new or existing policy?

New

1.5 Is this report going to a committee?

No, this IIA is to accompany a delegated Procurement Business Case for the Aberdeen Just Transition Collaboration.

Approval to enter into External Funding Agreement (& accept funding) under Delegated Authority: Chief Officer – Strategic Place Planning (David Dunne), in consultation with Chief Officer – Finance (Jonathan Belford), Chief Officer Commercial & Procurement (Craig Innes) and Convener of the Finance & Resources Committee (Cllr A. McLellan). Ref: [Powers Delegated to Officers](#) 1.25
Approval for 100% externally funded procurement is also under Delegated Authority: Chief Officer Strategic Place Planning (David Dunne) in conjunction with Head of Commercial & Procurement (Craig Innes).

1.6 Committee name and date:

N/A - see response to 1.5, above.

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

Business Case Ref: CRN00038068

1.8 Function and Cluster:

City Regeneration & Environment, Strategic Place Planning

Impacts

Aberdeen City Council has a legal requirement as a public sector organisation to assess the impact of its work on equality groups and assess against human rights, children’s rights and our socio-economic duty. This is our Public Sector Equality Duty (PSED). The PSED has three key parts:

- Eliminate unlawful discrimination, harassment, victimisation or any other prohibited conduct.
- Advance equality of opportunity.
- Foster good relations by tackling prejudice, promoting understanding.

This following five sections in the Integrated Impact Assessment demonstrate that these considerations that have been made in the policy, that the impact of proposals made is understood and accepted, and what mitigating steps can be taken to reduce any negative impact of the policy.

2: Equality Act 2010 - Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. This section identifies what impact the policy may have on people with [protected characteristics](#).

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

Protected Characteristic	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 assessment of the Aberdeen Just Transition Collaboration project has determined a neutral impact on protected characteristics. However, collaborating with this project delivers significant benefits in addressing climate, economic, and related issues while also ensuring fairness for our local citizens and communities.

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?

- Aim and objective of the Project (p3-4) listed with in Aberdeen just transition collaboration; [120924 Aberdeen Just Transition Agreement \(Execution Version\).docx](#).
- Working in Partnership for Aberdeen: Supporting People with the Cost of Living (page 2) listed within Working in Partnership for Aberdeen [WorkinginPartnershipPolicyStatement.pdf \(aberdeencity.gov.uk\)](#)
- Caring for Young People & Improving Educational Choices (page 3) listed within Working in Partnership for Aberdeen [WorkinginPartnershipPolicyStatement.pdf \(aberdeencity.gov.uk\)](#)
- Gateway 3: How does the planned procurement support the delivery of financial efficiencies and/or deliver Best Value for the Council? (p 3-4) listed within Procurement Business Case [BusinessCaseExtGrantJustEnergyTransition.docx](#)
- Gateway 5: How will the contract deliver outcomes related to Community Benefits, Fair Work Practices or support the Council’s climate commitments? If these are not to be included, state

why not? (p 4) listed within Procurement Business Case
[BusinessCaseExtGrantJustEnergyTransition.docx](#)

- Gateway 7: How will the Contract support the economy locally? Have you conducted Supplier/Market Engagement?(p 6) listed within Procurement Business Case
[BusinessCaseExtGrantJustEnergyTransition.docx](#)

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

List key stakeholders, which may include other Council services, staff / TUs, and state whether/how they have been consulted.

- Legal – consulted during, and assisted with the development of, the external grant Legal Agreement between external funding and delivery partners.
- Chief Officer – Strategic Place Planning, Chief Officer Finance, Chief Officer – Commercial and Procurement and Convener – Finance & Resources when reviewing and approving the external grant Legal Agreement.
- Funding partners: Shell, bp, Barclays & SSE
- External stakeholders, including NESCAN Hub Ltd, the James Hutton Institute and the University of Aberdeen - as part of a wider set of stakeholder discussions on the drivers and possible shape of a piece of collaborative research of this nature.

What consultation and engagement has been undertaken with people who may be impacted by this policy?

Not applicable. The project aims to collaborate on practical actions addressing key issues essential for enabling a just transition in Aberdeen, as identified through extensive research and community consultations, including reports from the Just Transitions Lab and NESCAN. The focus is on developing solutions to challenges already highlighted by local stakeholders.

2.4 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?

Not 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

Aberdeen City Council has a duty to reduce the inequalities of outcome that can arise from socio-economic disadvantage. This section is used to consider what impact the policy may have on people experiencing socio-economic disadvantage – and how any inequalities of outcome arising from the policy can be reduced.

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 people who experience the following aspects of socio-economic disadvantage?

	Negative	Neutral	Positive
Low income – those who have insufficient earnings to meet basic needs, such as food, clothing, housing, or utilities.			X
Low/ no wealth – those who have no savings for unexpected spend or provision for the future.			X
Material deprivation – those who cannot afford or access goods or services that are considered essential or desirable for a decent quality of life, such as food, clothing, heating, transport, internet, cultural, recreational and social activities.			X
Area deprivation – those who live in an area with poor living conditions, such as higher levels of crime, pollution, noise, congestion, or lack of infrastructure, amenities, or green spaces.			X
Socio-economic background – social class, parents’ education, employment, income.			X

3.2 In what way will the policy impact people experiencing socio-economic disadvantage?

A Positive impact is assessed.

This project will focus on practical actions addressing key issues for a just transition in Aberdeen, based on research and community consultations. Priorities include reducing fuel poverty, increasing energy efficiency, and diversifying the local economy to reduce reliance on oil and gas jobs.

Fuel poverty affects 23% of Aberdeen’s population, and addressing it is critical to achieving net-zero emissions in a way that supports vulnerable households. Retrofitting homes and buildings, which contribute to 20% of Scotland's emissions, is essential, but there is a skills gap in energy efficiency measures and renewables.

This project will provide opportunities for quality green jobs, particularly for underrepresented groups, and may focus on using a vacant property on Union Street for skills development and community engagement.

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?

- Aim and objective of the Project (p3-4) listed with in Aberdeen just transition collaboration; [120924 Aberdeen Just Transition Agreement \(Execution Version\).docx](#).
- APPENDIX I: Scope of work (p13-16) listed with in Aberdeen just transition collaboration [120924 Aberdeen Just Transition Agreement \(Execution Version\).docx](#)

- Working in Partnership for Aberdeen: Supporting People with the Cost of Living (page 2) listed within Working in Partnership for Aberdeen [WorkinginPartnershipPolicyStatement.pdf \(aberdeencity.gov.uk\)](http://WorkinginPartnershipPolicyStatement.pdf(aberdeencity.gov.uk))
- Caring for Young People & Improving Educational Choices (page 3) listed within Working in Partnership for Aberdeen [WorkinginPartnershipPolicyStatement.pdf \(aberdeencity.gov.uk\)](http://WorkinginPartnershipPolicyStatement.pdf(aberdeencity.gov.uk))
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List key stakeholders, which may include other Council services, staff / TUs, and state whether/how they have been consulted.

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- External stakeholders, including NESCAN Hub Ltd, the James Hutton Institute and the University of Aberdeen - as part of a wider set of stakeholder discussions on the drivers and possible shape of a piece of collaborative research of this nature.

What consultation and engagement has been undertaken with people who may be impacted by this policy?

Not applicable.

3.4 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?

Not applicable

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

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

4: Consumer Impacts

The Consumer Scotland Act 2020 places a Consumer Duty on the public sector to put consumer interests at the heart of strategic decision-making, emphasising the need for accessible and affordable public services, especially during times of financial pressure. This person-centred approach is intended to result in better quality services and outcomes for the public as consumers of public services across Scotland.

This section of the IIA is used to consider the impact of the policy on consumers of any services that the policy is intended to change.

Use this guide to understand more on the consumer duty: [How to meet the consumer duty: guidance for public authorities](#)

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

	Negative	Neutral	Positive
Individuals		X	
Small businesses		X	

4.2 In what way will the policy impact people in these consumer groups?

Neutral impact is assessed. The project aims to promote collaboration among multiple stakeholders for a fair transition in the Aberdeen region. The goal is to have a positive impact on urban communities, with the potential to expand to surrounding areas.

4.3 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?	
Not applicable	
If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains
	Yes – negative impact reduced
	Yes - negative impact removed

5: 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](#).

5.1 What impact could this policy have on Human Rights?

Human Rights Article	Negative	Neutral	Positive
Article 2: Right to life		X	
Article 4: Prohibition of slavery and forced labour		X	
Article 5: Right to liberty and security		X	
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	

5.2 In what way will the policy impact Human Rights?

Neutral impacts have been identified.

5.3 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?	
Not applicable	
If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains
	Yes – negative impact reduced
	Yes - negative impact removed

6: 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 18-26 years old.

You can [read the full UN Convention \(pdf\)](#), or [just a summary \(pdf\)](#), to find out more about the rights that are included.

6.1 What impact could this policy have on the rights of Children and Young People?

	Negative	Neutral	Positive
PROVISION			
Article 2: non-discrimination		X	
Article 3: best interests of the child provision and protection		X	
Article 5: parental guidance and a child's evolving capacities		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 22: refugee children		X	
Article 23: children with a disability		X	
Article 24: health and health services		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 39: recovery from trauma and reintegration		X	
Article 40: juvenile justice		X	
PROTECTION			
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 protection		X	
Article 11: abduction and non-return of children		X	
Article 15: freedom of association		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 25: review of treatment in care		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 32: child labour		X	
PARTICIPATION			
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 42: knowledge of rights		X	

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

Neutral impacts on children and young people have been assessed. The project aims to promote multi-stakeholder collaboration for a just transition in the Aberdeen region, aiming to positively impact city communities, with potential expansion to surrounding areas. By working together, we seek to create a greater collective impact than individual efforts.

Article 12: respect for the views of the child

This collaboration project initiative, titled the Aberdeen Just Transition Collaboration Implementation, could actively involve children and young people in decision-making processes related to climate action, respecting their views and ensuring that their voices are heard and considered in policy development and Implementation. For example, youth climate president elected and invited to be representative on Aberdeen Net Zero and Adaptation Board.

6.3 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?

Not applicable

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

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

7: Environmental Impacts

Aberdeen City Council has a duty to meet its legal environmental responsibilities by working towards Net Zero emissions, adapting to climate change, and acting in a way it considers most sustainable. We must also fulfil the [biodiversity duty](#) and [sustainable procurement duty](#).

This section in the Integrated Impact Assessment demonstrates that these considerations that have been made in the policy, that the impact of proposals made is understood and accepted, and what mitigating steps can be taken to reduce any negative impact of the policy.

Use this guide to understand more on the legal climate change duty: [Climate change - gov.scot \(www.gov.scot\)](#) and find out more about how Aberdeen is adapting to Climate Change: [Aberdeen Adapts | Aberdeen City Council](#)

7.1 What is the impact of this policy on any of the below climate, environmental and waste considerations?

	Negative	Neutral	Positive
Council or City-wide carbon emissions			X
Active and sustainable travel			X
Facilities for local living			X
Resilience and adaptability to flooding and weather events			x
Biodiversity improvement and wildlife/habitat connectivity			X
Water consumption and drainage			X
Pollution (air, water, noise, light and land contamination)			X
Impact on resource use and waste			X
Sustainable procurement of goods and services			x

7.2 In what way will the policy impact the environment?

This Project initiative, titled the Aberdeen Just Transition Collaboration implementation may positively impact this policy on climate, environment, and waste considerations. The project aligns with the key objectives of the Net Zero Aberdeen Routemap, which involve supporting a robust Climate Change Plan and its associated climate and nature outcomes.

This initiative will support the implementation of the Net Zero Aberdeen Routemap and its six enabling strategies: Buildings and Heat, Energy Supply, Circular Economy, Mobility, Natural Environment, and Empowerment. Additionally, it will contribute to achieving the Local Outcome Improvement Plan (LOIP) stretch target of reducing Aberdeen's carbon emissions by 61% by 2026, while enhancing adaptation to climate impacts. Specifically, it will align with LOIP key driver 13.1, which is focused on delivering Aberdeen's Net Zero Vision and Routemap. However, any individual actions to reduce emissions will be independently reported, and any impact on climate, environment, and waste will be assessed in IIAs carried out as part of that process.

7.3 What considerations have been made in reaching the above assessment?

What internal or external data has been considered? What does this data tell us?

- Supporting People with the Cost of Living (page 2) listed within Working in Partnership for Aberdeen [WorkinginPartnershipPolicyStatement.pdf \(aberdeencity.gov.uk\)](#)
- Caring for Young People & Improving Educational Choices (page 3) listed within Working in Partnership for Aberdeen [WorkinginPartnershipPolicyStatement.pdf \(aberdeencity.gov.uk\)](#)
- A Council Climate Change Report, including data on Council carbon emissions, is already produced annually, and the report and a summarised version. [Aberdeen City Council's Annual Climate Change Report 2022.23.pdf](#)
- Gateway 3: How does the planned procurement support the Service's plans, strategies and related council policies and the outcomes associated with the LOIP/Council Priorities and/or the

Council's associated commissioning intentions?(p 4) listed within Procurement Business Case [BusinessCaseExtGrantJustEnergyTransition.docx](#)

- Aim and objective of the Project (p3-4) listed with in Aberdeen just transition collaboration; [120924 Aberdeen Just Transition Agreement \(Execution Version\).docx](#).
- APPENDIX I: Scope of work (p13-16) listed with in Aberdeen just transition collaboration [120924 Aberdeen Just Transition Agreement \(Execution Version\).docx](#)

What consultation and engagement has been undertaken with local groups, partner organisations, experts etc? Where required, identify any other environmental assessments that have been completed.

List key stakeholders, which may include other Council services, staff / TUs, and state whether/how they have been consulted.

- Legal – consulted during, and assisted with the development of, the external grant Legal Agreement between external funding and delivery partners.
- Chief Officer – Strategic Place Planning, Chief Officer Finance, Chief Officer – Commercial and Procurement and Convener – Finance & Resources when reviewing and approving the external grant Legal Agreement.
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- External stakeholders, including NESCAN Hub Ltd, the James Hutton Institute and the University of Aberdeen - as part of a wider set of stakeholder discussions on the drivers and possible shape of a piece of collaborative research of this nature.

7.4 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?

Not applicable

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

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

8: Sign Off

Any further positive or negative impacts on individuals or groups that have been considered?
No negative impacts have been identified. The project goal is to have a positive impact on urban communities, with the potential to expand to surrounding areas. Through working together, aim to achieve a greater collective impact than what individual efforts can accomplish. However if any effects on children and young people will be evaluated through Integrated Impact Assessments conducted during the process.
Does the policy relate to the Council's Equality Outcomes? If yes, how.
Not applicable
Overall summary of changes made to the policy as a result of impact assessment.
Not applicable
Outline how the impact of policy will be monitored.
The Chair of the Climate Oversight Group will be accountable for the contract, receiving regular progress updates. The Climate and Environment Policy Service will appoint a Contract Manager to oversee performance and coordinate with stakeholders. Key stages include: Stage 1: Deliver a project plan, schedule of meetings, and stakeholder engagement plan. Stage 2: Provide a summary report with key findings and 2-3 recommended interventions. Stage 3: Submit a detailed proposal with an implementation plan and budget. Success will be measured by stakeholder engagement, timely performance reports, satisfaction levels, and delivery of community benefits.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
Not applicable

Assessment Author	Bishnu Bhattarai
Date	23/10/2024
Chief Officer	David Dunne
Date	24/10/2024