

# Integrated Impact Assessment

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

<b>1.1 Title</b>	United Nations Convention on the Rights of the Child (UNCRC) Plan
<b>1.2 What does this policy seek to achieve?</b>	This policy aims to support the Council’s on-going compliance with the UNCRC (Incorporation) (Scotland) Act 2024
<b>1.3 Is this a strategic programme/proposal/decision?</b>	Strategic plan
<b>1.4 Is this a new or existing policy?</b>	Existing
<b>1.5 Is this report going to a committee?</b>	Yes
<b>1.6 Committee name and date:</b>	Education and Children’s Services Committee, 18 <sup>th</sup> February 2025
<b>1.7 Report no and / or Budget proposal number and / or Business Case reference number:</b>	F&C/25/024
<b>1.8 Function and cluster:</b>	Education and Lifelong Learning, Families and Communities

## 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		
<a href="#">Age</a>					X
<a href="#">Disability</a>					X
<a href="#">Gender Reassignment</a>					X
<a href="#">Marriage and Civil Partnership</a>				X	
<a href="#">Pregnancy and Maternity</a>				X	
<a href="#">Race</a>					X
<a href="#">Religion or Belief</a>					X
<a href="#">Sex</a>					X
<a href="#">Sexual Orientation</a>					X

### 2.2 In what way will the policy impact people with these protected characteristics?

Section 6 of the UNCRC (Incorporation) (Scotland) Act 2024 came into force on 16<sup>th</sup> July 2024. Section 6 places a duty on public authorities not to act incompatibly with the ‘UNCRC requirement’ as defined by section 1 and the schedule of the Act. Section 6(1) states that,

**“It is unlawful (subject to [subsection \(4\)](#)) for a public authority to act, or fail to act, in connection with a relevant function in a way which is incompatible with the UNCRC requirements.”**

This proposed plan will seek to ensure ongoing compliance with UNCRC (Incorporation) (Scotland) Act 2024 and our obligations to promote and uphold children’s rights in-line with the UNCRC and, consequently, is anticipated to positively impact across the identified groups.

Initiatives driven by the principles of the UNCRC have helped reduce disparities in education, ensuring that children and young people from diverse backgrounds, including those with disabilities, ethnic minorities, and girls, receive the same opportunities to learn and thrive.

The UNCRC explicitly prohibits discrimination against children on any grounds, including race, gender, disability, and socioeconomic status. This has led to concerted efforts to address systemic inequities and promote equality for all children including those with protected characteristics as identified above.

### 2.3 What considerations have been made in reaching the above assessment?

<b>What internal or external data has been considered? What does this data tell us?</b>	
<p>The focus of this plan is to ensure that we are compliant with the requirements of the Act. This has been informed by the Act itself, statutory guidance (Parts 2 and 3), baseline trend data captured within the LOIP, Population Needs Assessment data, Children’s Services Annual Reports and consideration of our most recent Children’s Rights report (and associated data).</p> <p>The consideration of available data has informed the priorities within the plan/areas of vulnerability and to ensure continued compliance with the legislation.</p>	
<b>What consultation and engagement has been undertaken with officers and partner organisations?</b>	
<p>The proposed plan and corresponding report have been disseminated with officers through the formal committee consultation process.</p>	
<b>What consultation and engagement has been undertaken with people who may be impacted by this policy?</b>	
<p>There are no specific actions detailed within the plan that require consultation or engagement in this respect.</p>	

### 2.4 What mitigations can be put in place?

<b>What can be done to remove or reduce any negative impacts of this policy (if applicable)?</b>	
<p>No negative impacts have been identified as a result of this proposal.</p>	
<b>With mitigations in place, what is the new overall rating of the negative impact(s)?</b>	<b>High</b>
	<b>Medium</b>
	<b>Low</b>
	<b>Negative Impact Removed</b>

### 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/pages/1-introduction.aspx)

3.1 What impact could this policy have on people who experience the following aspects of socio-economic disadvantage?

	Negative	Neutral	Positive
<b>Low income</b> – those who have insufficient earnings to meet basic needs, such as food, clothing, housing, or utilities.			X
<b>Low/ no wealth</b> – those who have no savings for unexpected spend or provision for the future.			X
<b>Material deprivation</b> – 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
<b>Area deprivation</b> – 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
<b>Socio-economic background</b> – social class, parents’ education, employment, income.			X

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

Section 6 of the the UNCRC (Incorporation) (Scotland) Act 2024 came into force on 16<sup>th</sup> July 2024. Section 6 places a duty on public authorities not to act incompatibly with the ‘UNCRC requirement’ as defined by section 1 and the schedule of the Act. Section 6(1) states that,

**“It is unlawful (subject to subsection (4)) for a public authority to act, or fail to act, in connection with a relevant function in a way which is incompatible with the UNCRC requirements.”**

This proposed plan will seek to ensure ongoing compliance with UNCRC (Incorporation) (Scotland) Act 2024 and our obligations to promote and uphold children’s rights in-line with the UNCRC. Through continued consideration and increased awareness of the UNCRC across council services, it is anticipated that this will positively impact across the identified socio-economic disadvantages. Consideration of Articles 2, 3, 18, 24 and 26 are all relevant in this regard.

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?**

The focus of this plan is to ensure that we are compliant with the requirements of the Act. This has been informed by the Act itself, statutory guidance (Parts 2 and 3), baseline trend data captured within the LOIP, Population Needs Assessment data, Children’s Services Annual Reports and consideration of our most recent Children’s Rights report (and associated data).

The consideration of available data has informed the priorities within the plan/areas of vulnerability and to ensure continued compliance with the legislation.

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

The proposed plan and corresponding report have been disseminated with officers through the formal committee consultation process.

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

There are no specific actions detailed within the plan that require consultation or engagement in this respect.

3.4 What mitigations can be put in place?

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

No negative impacts have been identified as a result of this proposal.

**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
<b>Individuals</b>			X
<b>Small businesses</b>			

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

This proposed plan will seek to ensure ongoing compliance with UNCRC (Incorporation) (Scotland) Act 2024 and our obligations to promote and uphold children’s rights in-line with the UNCRC which would include the provision of information, goods and services by public authorities to children and young people by reducing and removing harm and disadvantage.

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)?**

No negative impacts have been identified as a result of this proposal.

**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: <a href="#">Right to life</a>		X	
Article 4: <a href="#">Prohibition of slavery and forced labour</a>		X	
Article 5: <a href="#">Right to liberty and security</a>		X	
Article 6: <a href="#">Right to a fair trial</a>		X	
Article 7: <a href="#">No punishment without law</a>		X	
Article 8: <a href="#">Right to respect for private and family life, home and correspondence</a>		X	
Article 9: <a href="#">Freedom of thought, belief and religion</a>		X	
Article 10: <a href="#">Freedom of expression</a>		X	
Article 11: <a href="#">Freedom of assembly and association</a>		X	
Article 12: <a href="#">Right to marry and start a family</a>		X	
Article 14: <a href="#">Protection from discrimination in respect of these rights and freedoms</a>		X	
Article 1 of Protocol 1: <a href="#">Right to peaceful enjoyment of your property</a>		X	
Article 2 of Protocol 1: <a href="#">Right to education</a>		X	
Article 3 of Protocol 1: <a href="#">Right to participate in free elections</a>		X	

### 5.2 In what way will the policy impact Human Rights?

It is not anticipated that there will be any direct or indirect impact on Human Rights as they principally relate to adults/over 18s. The primary considerations of this proposal relate to children and young people/rights under the UNCRC.

### 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)?	
No negative impacts have been identified under this proposal.	
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).

There are 4 articles known as the “General Principles”. They help to interpret the other articles. 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)

For ease, the articles have been grouped in three categories to support assessments against the Convention, those most directly related to the **PROVISION** of services, those most directly related to the **PROTECTION** of children and young people, and those to encourage their active **PARTICIPATION in decision making**. 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
<b>PROVISION</b>			
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
<b>PROTECTION</b>			
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
<b>PARTICIPATION</b>			
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?

Section 6 of the the UNCRC (Incorporation) (Scotland) Act 2024 came into force on 16<sup>th</sup> July 2024. Section 6 places a duty on public authorities not to act incompatibly with the ‘UNCRC requirement’ as defined by section 1 and the schedule of the Act. Section 6(1) states that,

**“It is unlawful (subject to [subsection \(4\)](#)) for a public authority to act, or fail to act, in connection with a relevant function in a way which is incompatible with the UNCRC requirements.”**

This proposed plan will seek to ensure ongoing compliance with UNCRC (Incorporation) (Scotland) Act 2024 and our obligations to promote and uphold children’s rights in-line with the UNCRC. Through continued consideration and increased awareness of the UNCRC across council services, it is anticipated that this will positively impact across the identified articles. Those not impacted relate to matters relating to devolved/national government.

### 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)?

No negative impacts have been identified as part of this proposal.

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

7.2 In what way will the policy impact the environment?

While this policy does not impact the environment, has been increasing recognition of the interconnectedness of human rights and environmental sustainability.

While the UNCRC does not explicitly address environmental issues, several of its articles can be interpreted to support children's right to a healthy environment. For instance, Article 24 of the UNCRC recognizes the right of the child to the enjoyment of the highest attainable standard of health and mandates that states take appropriate measures to combat disease and malnutrition. This can be extended to include environmental health, as clean air, water, and a safe environment are crucial for the well-being of children.

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?**

**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.**

There are no specific actions detailed within the plan that require consultation or engagement in this respect.

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)?**

No negative impacts have been identified as part of this proposal.

**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?**

**Does the policy relate to the Council's [Equality Outcomes](#)? If yes, how:**

The policy will positively contribute to the Education Equality Outcomes

- EO 1 - Increase access to information by ensuring communication barriers are removed for children, young people and families
- EO 2 - Increase the feeling of trust and belonging to schools and communities

**Overall summary of changes made to the policy as a result of impact assessment.**

None

**Outline how the impact of policy will be monitored.**

The policy will be monitored routinely with any changes to the impact or plan shared through service updates.

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

<b>Assessment Author</b>	Matthew Reid
<b>Date</b>	26.01.25
<b>Chief Officer</b>	Shona Milne
<b>Date</b>	13.02.25