

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>
Review working arrangements in the Capital Cluster to align with programme demands
<b>1.2 What does this policy seek to achieve?</b>
A future staffing review of the Capital Cluster is planned to be carried out across Q1 2025. Part of that review will consider the need for having a definitive Project Management Office (PMO) function, currently residing within the Capital Cluster. This will impact on a number of staff. If accepted, consideration will be necessary to determine specific tasks/duties which currently reside within the existing PMO and how, if they are to be retained could be realigned within the Cluster. Ultimately this policy is seeking a cost saving by reducing staffing levels.  In tandem with a wider review of the approved capital programme funded by both the housing Revenue Account (HRA) and General Fund, consideration will be given to reducing current staffing levels to align with the expected / planned level of capital expenditure.
<b>1.3 Is this a strategic programme/proposal/decision?</b>
This proposal will help inform the future budget savings consideration for its annual budget setting.
<b>1.4 Is this a new or existing policy?</b>
New.
<b>1.5 Is this report going to a committee?</b>
Yes, part of budget papers.
<b>1.6 Committee name and date:</b>
Will be dependent on the outcome of the Council Budget Meeting 5 March 2025
<b>1.7 Report no and / or Budget proposal number and / or Business Case reference number:</b>
New-111 and New-121
<b>1.8 Function and Cluster:</b>
City Regeneration & Environment / Capital

## 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?

The outcome of the approved Capital budget for capital funded programmes is closely aligned with the level of staffing resources which are needed to deliver the approved programme.

Each programme/project will require to be considered on its own merit such that at this point in time it is considered that the impact on people with protected characteristics is generally considered to be Neutral.

The proposal does not impact people with protected characteristics thereby it is generally considered to be Neutral.

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?**

No additional data has been considered.

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

Chief Officers from all other services have had sight of all budget options being put forward.

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

Aberdeen City Council undertook a two-part public consultation around the 2025/26 Budget and future spending plans from August 2024 to November 2024.

**This option was not within the public consultation.**

#### 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)?**

None are identified at present, however it is noted that there is an opportunity that suggestions may come forward through Officer consideration prior to Budget Day.

If the proposal was to be taken forward, a business case would be required which would be subject to full consultation with the employee group and Trade Union representatives. All employees affected by a reduction in service option could find themselves in a redeployment situation and would be supported in accordance with that process to find suitable alternative employment. Redesign of job roles will be explored and a review of currently vacant posts will also be undertaken.

**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
<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?

At this stage it is impossible to predict specific impacts on different groups of people and the environment as this will dependant on any programmes/projects which are delayed or cancelled as part of the reprofiling decisions, which is determined by Members.

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?**

No additional data has been considered.

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

Chief Officers from all other services have had sight of all budget options being put forward.

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

Aberdeen City Council undertook a two-part public consultation around the 2025/26 Budget and future spending plans from August 2024 to November 2024.

**This option was not within the consultation.**

If the proposal was to be taken forward, a business case would be required which would be subject to full consultation with the employee group and Trade Union representatives. All employees affected by a reduction in service option could find themselves in a redeployment situation and would be supported in accordance with that process to find suitable alternative employment. Redesign of job roles will be explored and a review of currently vacant posts will also be undertaken.

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3.4 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>	
None are identified at present, however it is noted that there is an opportunity that suggestions may come forward through Officer consideration prior to Budget Day.	
<b>If mitigations are in place, does this remove or reduce the negative impact?</b>	<b>No – negative impact remains</b>
	<b>Yes – negative impact reduced</b>
	<b>Yes - negative impact removed</b>

## 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>		x	

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

At this stage it is impossible to predict specific impacts on different groups of people and the environment as this will dependant on the outcome of the approved balanced budget and capital funded programmes/projects.

4.3 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>	
Mitigation actions will be dependent on the outcome of the capital reprofiling of programmes/projects.	
<b>If mitigations are in place, does this remove or reduce the negative impact?</b>	<b>No – negative impact remains</b>
	<b>Yes – negative impact reduced</b>
	<b>Yes - negative impact removed</b>

## 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?

No impact to Human Rights.

### 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)?	
N/A	
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
<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	



<b>Article 32:</b> child labour		X	
<b>PARTICIPATION</b>			
<b>Article 12:</b> respect for the views of the child		X	
<b>Article 13:</b> freedom of expression		X	
<b>Article 14:</b> freedom of thought, belief and religion		X	
<b>Article 42:</b> knowledge of rights		X	

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

No impact on the rights of Children and Young People.

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)?**

N/A

**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?

N/A, this option relates to quantifying required staffing levels.

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?**

No additional data has been considered.

**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.**

Aberdeen City Council undertook a two-part public consultation around the 2025/26 Budget and future spending plans from August 2024 to November 2024.

**This option was not within the consultation.**

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)?**

None are identified at present for the reasoning outlined above.

**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?**

Any staffing impact will be subject to employee and trade union consultation, with final proposals adjusted based on the feedback received.

[Workforce Reduction, Restructure or Redesign](#) IIA provides information around the potential impact on the workforce and the mitigations in place. This includes considerations around supporting staff through redeployment to secure alternative employment should roles be reduced and where staff are at risk of displacement.

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

Yes, in respect of the budget consultation allows for all the city's citizens to respond.

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

No changes at this point in time.

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

The results from the budget consultation process will help to gauge public opinion and to understand the impact of any future spending decisions. Policy is not implemented at the time of writing so there is no impact to monitor.

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

Aberdeen City Council has a legal duty to deliver a balanced revenue budget to fund the day-to-day running of services.

The benefits and disbenefits of this option will be part of a wider consideration of options.

This policy is one of a myriad of options under consideration to help achieve the balanced revenue budget legal requirement.

<b>Assessment Author</b>	John Wilson
<b>Date</b>	18 January 2025
<b>Chief Officer</b>	John Wilson
<b>Date</b>	18 January 2025