

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

1.1 Title	Remove Salt Bags and Bins across the city
1.2 What does this policy seek to achieve?	This policy aims to achieve a reduction in winter maintenance expenditure.
1.3 Is this a strategic programme/proposal/decision?	Yes
1.4 Is this a new or existing policy?	New
1.5 Is this report going to a committee?	Yes
1.6 Committee name and date:	5 th March 2025, Budget Committee
1.7 Report no and / or Budget proposal number and / or Business Case reference number:	New-18
1.8 Function and Cluster:	City Regeneration and Environment – Operations. Mark Reilly

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?

Removing access to gritting materials will have a negative impact on all road users. Access to salt to treat roads is the key part of Aberdeen City Council’s self help offering to residents dealing with the hazards of winter weather conditions. Whilst the removal of gritting material will have a negative effect on all road users, those who are most vulnerable and who could suffer the greatest effects of a fall will be most at risk from the policy. Elderly road users, those with disability or those who are pregnant are liable to be more negatively affected by the lack of gritting provision were this to lead to more slippery road conditions.

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?
None
What consultation and engagement has been undertaken with officers and partner organisations?
None
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.

In Part 1, conducted throughout August 2024, participants were asked to provide feedback on four key areas: Budget Options, Council Tax, Service Area Prioritisation, and Capital Programme Expenditure. Under Budget Options, respondents were queried about the potential impacts of proposed options, including both reduction strategies and income-boosting charges. Regarding Council Tax, input was sought on acceptable levels of increase and their potential impacts. Citizens were also invited to express their views on which service areas should be prioritised for spending and to offer their opinions on capital programme expenditure.

In part 2, which took place throughout November 2024, the Council consulted on additional budget options, again focusing on the impact if implemented. The phase 2 consultation included budget options relating to the Aberdeen Health and Social Care Partnership.

There were 4278 responses across the four areas consulted on during part 1 of the online consultation and 1535 responses to part 2. Respondents had the option to indicate which protected characteristics would be affected.

Various approaches were offered to support participation. Throughout both phases, opportunities were offered for the public to attend face to face and digital sessions to discuss the proposals in more detail. There were 2 face to face sessions, including British Sign Language options and 4 digital sessions, with a total of 24 attendees.

81% of respondents felt the removal of salt bags and bins across the city would have a negative impact, with 37% high, 24% medium, and 20% low negative impact. Meanwhile, 19% reported no impact.

Summary from 375 comments on personal impact:

- **Safety Concerns:** Many comments highlight the increased risk of accidents, falls, and injuries, particularly among the elderly and disabled, if salt bins and bags are removed.
- **Impact on Healthcare:** Several respondents mention that removing salt bins would likely increase the burden on healthcare services due to more accidents and falls, leading to higher costs for the NHS.
- **Community Efforts:** Residents often use community salt bins to grit their local areas, ensuring the safety of their neighbours, especially the elderly and those with mobility issues.
- **Criticism of Proposal:** Many comments criticize the proposal as short-sighted and dangerous, suggesting it is not a cost-effective measure given the potential for increased accidents and healthcare costs.
- **Dependency on Salt Bins:** Numerous respondents mention that they rely on salt bins to ensure their streets and pavements are safe during icy conditions, as council gritting services are often insufficient.

- **Environmental Considerations:** One suggestion includes using more sustainable alternatives to salt, such as ash, to reduce environmental impact while maintaining safety.
- **Economic Arguments:** Some comments argue that the cost savings from removing salt bins are minimal compared to the potential increased costs from accidents and healthcare expenses.
- **Personal Impact:** Individuals share personal stories of how the absence of salt bins would affect their daily lives, emphasizing the importance of these bins for maintaining mobility and safety.

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)?

Grit bins and salt bags are Aberdeen City Council's complete self-help offering for residents dealing with winter conditions on the roads. There is little that can be done to mitigate their removal other than ensuring that Council gritting activities are completed. Whilst this will offer some mitigation, there is not sufficient resource to treat many roads and footways and outside roads that form part of the priority one gritting network, mitigation will be minimal.

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

High	
Medium	X
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 \(www.gov.scot\)](http://www.gov.scot)

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?

Removal of self-help winter treatment resources will negatively affect all road users. For those who lack access to private transportation the impact may be greater as they will have a greater requirement to utilise the pavement network in Aberdeen.

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?
None
What consultation and engagement has been undertaken with officers and partner organisations?
None
What consultation and engagement has been undertaken with people who may be impacted by this policy?
See 2.3

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)?		
Grit bins and salt bags are Aberdeen City Council’s complete self-help offering for residents dealing with winter conditions on the roads. There is little than can be done to mitigate their removal other than ensuring that Council gritting activities are completed. Whilst this will offer some mitigation, there is not sufficient resource to treat many roads and footways and outside roads that form part of the priority one gritting network, mitigation will be minimal.		
If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains	X
	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?

Removal of self-help winter maintenance resources may deter individuals from going out with their homes during winter weather. This may impact small businesses as customers may look at alternatives to travelling to local businesses.

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)?		
Grit bins and salt bags are Aberdeen City Council's complete self-help offering for residents dealing with winter conditions on the roads. There is little that can be done to mitigate their removal other than ensuring that Council gritting activities are completed. Whilst this will offer some mitigation, there is not sufficient resource to treat many roads and footways and outside roads that form part of the priority one gritting network, mitigation will be minimal.		
If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains	X
	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?

Whilst the removal of gritting resource causes negative safety implications for road users, none of these impinge upon road users 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)?	
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?

Whilst the removal of gritting resource causes negative safety implications for road users, none of these impinge upon 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)?	
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?

The use of salt as a winter treatment has associated negative environmental impacts. The vehicles utilised to deliver salt produce emissions and salt bins are relatively inefficient to fill due to the widely dispersed nature of their locations. Removing the bins would reduce carbon emissions from bin filling activities.

Salt can be damaging to the environment and can contaminate land and water courses. Removal of grit bins would have the potential to decrease the amount of salt making its way into land and watercourses.

Winter conditions can be a barrier to active travel and the removal of self help winter maintenance schemes for residents may result in a decrease in active travel as road users seek safer alternatives to walking and cycling during winter conditions.

As salt bins are most heavily utilised on more minor, residential roads, the removal of them may have a negative impact on local living as the lack of self help resources may discourage people from sustainable local travel.

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?

None.

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.

None.

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)?

Grit bins and salt bags are Aberdeen City Council's complete self-help offering for residents dealing with winter conditions on the roads. There is little that can be done to mitigate their removal other than ensuring that Council gritting activities are completed. Whilst this will offer some mitigation, there is not sufficient resource to treat many roads and footways and outside roads that form part of the priority one gritting network, mitigation will be minimal.

If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains	X
	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?
None
Does the policy relate to the Council's Equality Outcomes? If yes, how.
The removal of Salt Bags and Bins across the city would contribute to the councils Equality Outcomes 21-25, 1 and 2 not being delivered as this would be a barrier to some. Equality Outcome 1 - Access to information, goods and services, Equality Outcome 2 - Increase sense of belonging and safety within communities.
Overall summary of changes made to the policy as a result of impact assessment.
As the policy concerns a straight removal of a gritting provision the IIA is unable to have a modifying effect on the policy.
Outline how the impact of policy will be monitored.
Customer feedback will be the primary monitor for the policy. We anticipate this being negative.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
The policy is aimed at producing a financial saving in order to facilitate the Council delivering a balanced budget.

Assessment Author	Neale Burrows
Date	20 th February 2025
Chief Officer	M A Reilly
Date	20/02/25