

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>
Stop Economic analysis and reporting
<b>1.2 What does this policy seek to achieve?</b>
The policy seeks to make a saving of up to £226,000 through the removal of costs associated to cost centre J66050.
Staff post – Economic Adviser Staff Post – Senior Economic Analyst Staff Post - City Centre Manager Other expenditure – Thomas Glover House and exchange rate risk (£40,000)
This target can only be achieved through reductions in staff employment, and cultural venue maintenance / upkeep budgets.
The Economist Team analysis economic data and trends across the city region and have an essential role in the development, reporting and measurement of the Regional Economic Strategy, Aberdeen City Region Deal, Innovation and Investment Plans for Aberdeen city Council, as well as the nascent Investment Zone.
The City Centre Manager Role is essential to the city’s Purple Flag status and in “selling” the city as a place to work, live, visit and invest in.
<b>1.3 Is this a strategic programme/proposal/decision?</b>
This is a non-statutory fund and therefore is being considered as part of the budget process.
The decision to remove this budget line is subject to a decision of Full Council as part of its budget setting process, therefore this is considered to be strategic.
<b>1.4 Is this a new or existing policy?</b>
This is a new policy proposal
<b>1.5 Is this report going to a committee?</b>
Yes

**1.6 Committee name and date:**

Full Council. Budget setting meeting – 5 March 2025.

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

New 127

**1.8 Function and Cluster:**

City Regeneration and Environment Function

City Development & Regeneration Cluster

## 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?

### Staff Posts –

The Economics staff posts proposed as savings analyse data across the City to inform policy and funding proposals, and the impact of activities (spend) so that the benefits realised can be monitored and evaluated. This assessment is often critical in ensuring that funding can be secured for proposed activity with funding bodies requiring an accurate baseline and methodology to measure impact of funding. Age, Disability, Race and Sex are all measures which the team can provide data on in this regard. If the team were no longer to exist, then this level of analysis would be lost and with it the ability to assure funding bodies (including Council) of the impact of their funding.

City Centre Manager – this work engages primarily with business to improve the City Centre. Impact on protected characteristics has not been possibly to quantify at this stage as it was led previously by Aberdeen Inspired.

### Potential impacts include:

Inequitable Policy Development: Economic analysis is crucial for understanding the potential impacts of policies on different groups. Without this analysis, policies may be implemented without consideration of how they disproportionately affect marginalised groups, leading to increased inequality.

Lack of Data-Driven Decision Making: Economic analysis provides data that can highlight disparities and inform decisions. Without this data, it becomes more challenging to address systemic issues faced by those with protected characteristics, as there may be a lack of evidence to support the need for targeted interventions.

Increased Vulnerability: Groups with protected characteristics often face higher levels of socioeconomic disadvantage. Stopping economic analysis may result in a lack of visibility for the challenges these groups face, leading to policies that fail to provide necessary support, thereby exacerbating their vulnerability.

Loss of Accountability: Economic analysis can help hold governments and organisations accountable for their policies and practices. Without it, there may be less scrutiny on how decisions are made and their impacts on marginalised communities, potentially allowing discriminatory practices to continue unchallenged.

Ignoring Intersectionality: Individuals with protected characteristics often experience intersecting forms of disadvantage. Economic analysis can help identify and address these intersections, but without it, the nuanced experiences of these individuals may be overlooked, leading to one-size-fits-all solutions that do not effectively address their needs.

Limited Access to Resources and Opportunities: Economic analysis often informs funding and resource allocation decisions. A lack of analysis may lead to underinvestment in programs and services that support individuals with protected characteristics, limiting their access to opportunities such as education, employment, and healthcare.

Failure to Measure Impact: Without economic analysis, it becomes difficult to assess the effectiveness of programs aimed at supporting marginalised communities. This lack of measurement can result in ineffective or misallocated resources, as well as challenges in replicating successful initiatives.

Reduced Advocacy and Representation: Economic analysis can provide a foundation for advocacy efforts aimed at improving conditions for marginalised groups. Without this analysis, advocates may struggle to make a compelling case for the needs of these communities, weakening their ability to influence policy changes.

Long-Term Economic Consequences: The absence of economic analysis can lead to poor economic decisions that may hinder overall economic growth. This can disproportionately affect people with protected characteristics, who may already be at a disadvantage in the labour market and in accessing economic opportunities.

### 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?**

##### **Documentation**

Equality Act 2010 (UK): This legislation outlines the protected characteristics and establishes the legal framework for promoting equality and preventing discrimination in various sectors, including employment and business.

Public Sector Equality Duty: Under the Equality Act, public bodies are required to consider how their decisions affect people with protected characteristics. This includes evaluating business support and investment initiatives.

"Building a Fairer Economy: The Role of Business Support": as an example of papers discussing how business support can foster equality and inclusion.

National and Regional Economic Strategies include references to promoting diversity and addressing inequalities through business support and investment.

Joseph Rowntree Foundation: as an example of research reports focused on poverty, inequality, and economic development and discuss the effects of economic policies on different demographic groups.

Reports by Equality and Human Rights Commission (EHRC): how economic policies impact various groups and provide recommendations for inclusive practices.

"Inclusive Business: A Guide for Practitioners": Publications that focus on best practices for inclusive business models and investment strategies can provide insights into how protected characteristics are considered in business development.

The data and experience of managing public funding over the last 10 years have shown that increasingly funders are looking for data led evidence. This may include outlining why funding is required, and then evidence of the impact of the funding.

This situation will continue, and likely increase, as the availability of funding from public sector continues to be under additional pressures. If Aberdeen is unable to provide the level of data expected by funders, then those

other areas which have invested in resource to provide this data will have greater success in securing funds as they will be able to satisfy funders requirements.

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

This was a new budget option proposal, and as such did not go for wider consultation. The team members directly impacted have been briefed and consulted on the papers going to forward for decision.

However, in person consultations on all business/economic related budget proposals were undertaken with officers from the following business organisations:

- Federation of Small Businesses;
- Aberdeen Inspired;
- Our Union Street; and
- Aberdeen & Grampian Chamber of Commerce.

These organisations represent approximately 2,000 businesses in the city, the majority of which are Small and Medium Enterprises (SMEs) this c. 25% of the business base of the city.

The main points raised in these consultations were as follows:

- At a time when the cost of doing business is increasing (eg NI contributions) any local originated cost increases will impact on the sustainability of small businesses, constrain growth and potential to result in closures and job losses;
- Reducing support for business growth will harm the city’s overall prospects, making it less attractive for investors, job seekers and businesses; leading to economic decline;
- Support for business is crucial for both job creation and safeguarding, especially as the city economy transitions from its over reliance on the oil & gas sector; and
- At this time proposed budget savings have a high potential to result in business closures, delayed business investment and result in job losses across all sizes of businesses and fewer job opportunities being made available.

In addition, Skills Development Scotland, Opportunity North East, Scottish Development International, Scottish Enterprise and ETZ Ltd raised the same concerns.

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

As noted, this was a new proposal and was not a specific part of 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)?**

The policy proposal considered a cost saving option only. A reasonable income generation target to reduce the overall cost of the service has not been considered in the policy proposal and may enable a balance between the necessity of the service and the requirement of Council to reduce costs.

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

High	
Medium	
Low	X
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
<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?

The staff roles included within the policy proposal provide accurate data to ensure that projects are based upon actual data, and that benefits/impacts are measurable. This is a requirement of programmes such as the Aberdeen City Region Deal, and will also be a requirement of Investment Zone.

In the event of not having these roles available then the risk identified to people experiencing socio-economic disadvantage is that there will be no resource available to provide baseline data, nor to monitor the impact of project activities. In the absence of this it will not be likely that external funding will be forthcoming to support activity in these areas because funders will want evidence of the need for support, and then evidence of the impact of the supported activity.

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?**

As above in 2.3 -

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

As above in 2.3

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

As above in 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)?**

As above in 2.4

**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**

x

## 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?

#### Individuals

The data analysis undertaken and provided by the Economics team is fundamental in accessing grant funding. Many individuals across the city benefit from activities which are supported by External Funding. Without the data analysis it is likely that less funding will be secured and therefore there would be less activity supported which would have a direct impact on individuals.

#### Small Businesses

Support of small businesses is also data led, and the programmes currently in place are able to secure their funding in part due to the baseline and the monitoring and evaluation that can be undertaken by the economics team. The absence of this support would pose a risk to being able to secure funding to provide support to small businesses in the City.

### 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>	
As above in 2.4	
<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> x
	<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?

It is not considered that the policy would have a direct impact on 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	
Article 32: 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?

It is not considered that the policy will impact the rights of children and young people. Each Article has been considered separately.

6.3 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>		
N/A		
<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>	

## 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?

The data and analysis of the team is used to support a vast range of activity which may include some of the above. For example, the team has access to data on City Centre Footfall, which can be used to support planning for active and sustainable travel. The team also monitors and evaluates programmes and policies in relation to their carbon impact helping ensure these are delivered in a sustainable way.

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?

- Aberdeen City Region Deal – Carbon Capture Metrics
- HUQ Data platform
- Regional Economic Strategy Metrics relating to environment

It is likely that this evidence would still be required and would be a cost to ACC.

### 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.

N/A

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)?

As above in 2.4

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

x

## 8: Sign Off

### **Any further positive or negative impacts on individuals or groups that have been considered?**

The Regional Economic Strategy will require ongoing analysis to measure the impact and progress of activity to deliver the agreed outcomes and impacts. This is linked directly to the Aberdeen City Region Deal (£250m of Government funding) and the upcoming Investment Zone (\*£160m of Government Funding) which both require data analysis to inform investments and also around the realisation of benefits.

The saving that is proposed here would remove the internal capacity to undertake these, and other, functions of the team, Budget implications include procuring 3rd party economic analysis and monitoring for these significant programmes which may negate projected budget saving.

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.

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

N/A

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

It is suggested that the policy should not consider a cost saving, but rather should look to establish an income generation target to offset the cost of the services provided by the Economics team.

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

If the cost saving proposed is accepted it is likely staff would be displaced and therefore appropriate process will be applied, formal consultation and moved to redeployment for a search for a suitable alternative role.

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

The rationale behind the policy proposal is a cost saving measure. The impact is considered to outweigh the benefit of a perceived saving given the necessity of the costs in supporting the delivery of Aberdeen City Region Deal and the Investment Zone in particular.

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<b>Date</b>	18/02/2025