

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
Mothball Beach Ballroom
1.2 What does this policy seek to achieve?
Reduction in costs to Aberdeen City Council by ceasing operations at the Beach Ballroom prior to any future redevelopment
1.3 Is this a strategic programme/proposal/decision?
Budget option
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:
Full Council. Budget setting meeting – 5 March 2025.
1.7 Report no and / or Budget proposal number and / or Business Case reference number:
Budget proposal New-05
1.8 Function and Cluster:
Cluster: City development & regeneration Function: City regeneration & environment
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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?

Under this proposal the current activity would cease, having the following impacts:

The Beach Ballroom hosts a number of free and subsidised events for people with protected characteristics to meet wider Council objectives, other event organisers are assisted to find funding to enable their charitable and community functions to take place.

AGE

- There are staff at the Beach Ballroom over the age of 60 who would be directly affected.
- Older people attend tea dances and lunches 8 times per year. Total attendance is c.1000 annually, of which around 700 individuals due to repeat attendance.

DISABILITY

- Many of the older attendees above have disabilities including visual and hearing impairment, and mobility issues requiring special access arrangements.
- Some of the attendees above have alzheimers and dementia – numbers of people affected by hidden disabilities are hard to quantify. During the Covid-19 pandemic families and other carers noted the negative impact of event cancellation on these participants.
- The Ballroom hosts 12 discos a year with Cornerstone (Scottish social care charity) with around 130-200 participants per event. Total attendance is c.2000 per year, of which around 450

individuals. This includes people of all ages and disabilities, but particularly young people with learning disabilities.

- The Ballroom has regularly hosted groups from care homes in the city across all event categories. Numbers are difficult to gauge, but would be in excess of 100 annually.

SEX

- The majority of permanent staff at the Beach Ballroom are female
- The Ballroom also employs female staff on a Relief basis, offering regular hours for evening and weekend work. Many of this team balance work with caring responsibilities.

RACE

- There are staff from minority groups employed by or regularly working at the Beach Ballroom

RELIGION or BELIEF

- The Ballroom hosts 4 large prayer services each year with c.400 attending each event.

Note: Numbers of staff are omitted to avoid identification risk.

In addition, the Ballroom hosts hundreds of events each year for which no data regarding protected characteristics is kept. However, there will certainly be an impact across all groups outlined above if the venue were to be mothballed, particularly wheelchair users and those with physical impairment who appreciate the disabled parking bays and easy drop-off alongside the dedicated access door to the main ballroom (located in the rear car park) where they are met by a member of staff.

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?

There has been no external consultation around this option specifically. However Aberdeen City Council launched a three-part public consultation around the 2024/25 Budget and future spending plans from July 2023 to January 2024. Indications were that the public would support regeneration of the Beach Ballroom, particularly if it include plans to widen access for those who are either elderly, people with disabilities, or both.

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

Officers consulted

Beach Ballroom Manager

Business Development Manager – City Development and Regeneration

Team Leader – City Events

Service Manager – Commercial

CEO- VisitAberdeenshire

Head of Aberdeen Convention Bureau

P&OD advise that staff would be supported through redeployment to secure suitable alternative employment should roles be reduced and staff at risk of displacement.

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

The staff at the Beach Ballroom have previously been consulted on options to close and outsource, as well as redeployment if the Ballroom was closed for refurbishment as per the Beach Masterplan.

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)?	
Mitigations would be engagement and consultation with staff around what the proposals mean for them and putting in appropriate support to alleviate concerns and advise on appropriate next steps which will likely include redeployment to a suitable alternative role. Also support to help employees through the period of change and uncertainty and to maintain mental health. Notwithstanding that staff have received assurances in the past about timelines for regeneration which have been repeatedly missed or abandoned, so mental health impacts are likely to be high.	
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?

The Ballroom has a team of Relief staff. If this policy was applied this relief arrangement would come to an end.

The nature of hospitality is that permanent staff are typically from lower socio-economic groups.

Should Ballroom staff members be displaced, the Council would offer training and development opportunities, as well as recognise transferable skills

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?

An internal audit of the current Beach Ballroom team.

A review of hospitality pay in Aberdeen by referencing currently available job opportunities in equivalent roles at other venues.

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

Officers consulted

Beach Ballroom Manager

Business Development Manager – City Development and Regeneration

Team Leader – City Events

Service Manager – Commercial

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

The staff at the Beach Ballroom were previously consulted.
Should the option to mothball the Beach Ballroom be taken displaced staff would be redeployed through current ACC processes to a suitable alternative role.

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)?

Mitigations include clear communication with staff around alternative employment options, VSER and timelines for any reopening after mothballing period ends.

Relief staff arrangements of occasional employment would come to an end.

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?

The Beach Ballroom holds bookings for many months in advance, often more than 12. These contracts with individuals, third sector and private clients would all be broken, or alternatives proposed. This may result in reputational damage or legal action in extreme cases should the bookings not easily transfer to an alternative venue. Events affected would range from weddings to music gigs, youth music initiatives to NHS conferencing, business banquets and private sector meetings.

As a frequent user of the Ballroom, the wider Council would be negatively impacted – losing a low-cost or free-to-use venue for key events such as the Star Awards, meetings and conferences. In 2025 this would also impact the delivery of Tall Ships where the onsite kitchens would be used to prepare crew meals (c.2000) and the staff would run the bars. Likely impact £100k plus cost/income loss to the Council.

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)?

If actioned in 2025 kitchen and storage access could be maintained for Tall Ships.

No mitigation however for client base beyond this.

Potentially some smaller events could transfer to the Town House if accessibility, diary clash and technical issues could be overcome.

A phased close-down of activity would be planned.

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

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?

No impact

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
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?

No impact

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
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?

Heating and energy use would likely drop while venue closed thereby reducing CO2 emissions. Likewise water use would be reduced.
The Ballroom is used as an emergency centre for disaster recovery in the city. This option would need to be removed from any emergency planning strategies.

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.

No consultation, this was not a publicly identified option.

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)?

Activate other Council venues for emergency planning and disaster recovery, or enter into a commercially-based agreement with large facility within the city.

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?

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.

No

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

Planned phased reduction in operation if mothballing, to mitigate against breaks in contracts and allow measured approach to staff redeployment, utilising experience and skills effectively, and allowing good notice of changes/alternative venues to be arranged.

Outline how the impact of policy will be monitored.

Depending on the budget outcome conversations and consultations would begin with People & Organisational Development, the trades unions, and Council Legal teams.

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

The policy would result in job losses for Relief workers and loss of a venue for council use, including disaster recovery.

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Date	15/01/25
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Date	21.02.25