

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>
Transfer or Sell Beach Ballroom
<b>1.2 What does this policy seek to achieve?</b>
Reduction in costs to Aberdeen City Council through transfer of the Beach Ballroom to another operator, or by disposal of the asset through sale. This could take the form of an ALEO relationship, transfer to a CIC / Community Asset Transfer or an outright sale of the Beach Ballroom as a going concern (with staff under TUPE and existing programmes/contracts in place) Another option would be to offer as vacant possession with staff redeployed within Aberdeen City Council and programmes closed.
<b>1.3 Is this a strategic programme/proposal/decision?</b>
Budget option
<b>1.4 Is this a new or existing policy?</b>
New
<b>1.5 Is this report going to a committee?</b>
Yes
<b>1.6 Committee name and date:</b>
Full Council. Budget setting meeting – 5 March 2025.
<b>1.7 Report no and / or Budget proposal number and / or Business Case reference number:</b>
New-04
<b>1.8 Function and Cluster:</b>
Cluster: City development & regeneration Function: City regeneration & environment
Author of IIA: Matthew Williams, service manager

CO: Julie Wood  
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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		
<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 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. There is a risk that under a different operating model that they will no longer take place, or be more expensive.

### 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 Alzheimer’s 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.

### 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?**

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 4,278 responses across the four areas consulted on during Part 1 of the online consultation and 1,535 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.

Consultation included the following notes

- Following a redevelopment the Ballroom would be 'more accessible to allow people with disabilities and the elderly to enter through the front door' – the comment indicating that this could be a squandered opportunity under a new operating model. The respondent also noted

that ‘the staff at the Ballroom are extremely helpful and understanding when assisting patrons with disabilities, this might not continue with a private operator.’

Another member of the public commented that they ‘would want a stipulation that events etc continue to involve older people and those with disabilities’ if the operating model was to change

There is no reason to expect that these views will have changed.

**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, if TUPE was not an option, 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 were previously consulted.

Any transfer to a new operating model would either involve TUPE with associated protections.

If staff did not transfer as part of the sale, they would be displaced and ACC would apply processes to redeploy them to a suitable alternative role.

Staff would be formally consulted in all scenarios.

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 could be built into the contract at the point of transferring or selling the asset. Within certain time frames the contract could stipulate the continuation of events already contracted. TUPE would apply for existing staff, or staff would be displaced and redeployed elsewhere in the council.

**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 Ballroom has a team of Relief staff. They are employed on Council terms and conditions and are paid at rates at or above the Real Living Wage. Under a different operating model, relief staff would not be eligible for TUPE.

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  
CEO- VisitAberdeenshire  
Head of Aberdeen Convention Bureau

**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.  
Any transfer to a new operating model would either involve TUPE with associated protections.  
If staff did not transfer as part of the sale, they would be displaced and ACC would apply processes to redeploy them to a suitable alternative role.  
Staff would be formally consulted in all scenarios.

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)?**

A future contract could stipulate that existing permanent staff are transferred across to a new operator on the terms of their current contracts under a Transfer of Undertakings (Protection of Employment) – TUPE scheme.

A TUPE scheme would not apply to Relief staff and these arrangements would come to an end. Further legal advice would need to be sought as to whether any mitigation could be offered under a different operating model.

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

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

Possibility that existing contracts with clients will not be honoured or the price maintained, under a new operator. This would impact: individuals e.g. weddings, music gig attendees; third sector e.g. charity fashion shows, banquets, conferencing; businesses e.g. conferences, meetings, corporate reception.

A level of uncertainty would become apparent once any plans became public. This then enhances risk of earlier closure due to loss of business.

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)?**

New operator requirement to maintain current client contractual agreements and rates for any events already under contract.

However if asset ceased to operate prior to any sale this could not apply, so risk persists.

**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: <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

### 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

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?

Any private sector operator is unlikely to meet the same high standards as Aberdeen City Council, and would not be bound by policy objectives. Profit motivation suggests that some impacts would not change but those most likely are:

- Negative impact as no requirement to make it easy for people to choose to walk, wheel or cycle.
- Negative impact as no requirement to incorporate Sustainable Drainage Systems (SuDS), rain gardens and water butts.
- Negative impact as no requirement to plant more native plants to support our native wildlife.
- Negative impact as no motivation to ensure environmental and sustainability credential of suppliers and contractors, buying [Fairtrade](#) products.
- Profit motive may run counter to carrying out repairs and maintenance, or finding a new home for equipment to extend it's useful life if those assets remain the responsibility of the Council.
- Goods are likely to be newly purchased without regard to point of origin or materials
- Waste management likely to be awarded to cheapest provider
- Potential return to use of disposables in hospitality settings where the option is cheaper e.g. single use coffee cups at conferences

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?**

The Council has internal policies to cover all of the above elements. There is a risk that any new operator or purchaser of the Ballroom may not have policies as considered, robust, frequently updated, and in line with latest thinking. Governance structure around such policies is unlikely to be robust or subject to external audit beyond environmental health inspections.

**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.**

This is a commercial assessment based on equivalent, non-local authority operations elsewhere in the city.

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)?**

Policy alignment or agreement in any contract with a new operator.

This is may require incentives built into such a contract and monitoring.

**If mitigations are in place, does this remove or reduce the negative impact?**

**No – negative impact remains**

**Yes – negative impact reduced**

x

**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.**

No

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

Planned contract clauses to offset some of the potential negative impacts.

### **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.

Where contractual arrangements with the private sector are concerned we cannot at present determine whether negative impacts on groups with Protected Characteristics or the Environment can be fully mitigated as this would depend on tender restrictions and any bids received. Where Council funding would be needed to ensure mitigation there can be no commitment at this point on future budget spend.

<b>Assessment Author</b>	Matthew Williams
<b>Date</b>	15/01/25
<b>Chief Officer</b>	Julie Wood
<b>Date</b>	21.02.25