

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
Phased Reduction in Funding to the Cultural Development and Grants Programmes
1.2 What does this policy seek to achieve?
The policy seeks to achieve a council budget saving by ‘Phased reduction following cultural funding review to allow for sustained growth and diversification of income for impacted organisations’
2025/26 - £420,000 2026/27 - £70,000 2027/28 - £70,000 2028/29 - £70,000
Organisations and initiatives subject to the review include APA, Castlegate Arts, Peacock Visual Arts, Citymoves Dance Agency, Sound Festival, Jazz Scotland, SPECTRA Festival, Nuart Aberdeen and the open application project fund, Creative Funding. There are over 40 Creative Funding grant recipients.
This budget option should be considered alongside the Culture Investment Framework recommendations, as the latter is dependent on this budget.
1.3 Is this a strategic programme/proposal/decision?
Strategic.
However, it must be noted that this option was raised prior to the Council approving a new Culture Investment Framework process which requires all previous grant recipients to apply through the Culture Investment Programme application process.
1.4 Is this a new or existing policy?
Existing, CG-01, amended 2024 budget option
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:

CG-01

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		
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?

The Culture Investment recommendation supports funding to 15 Aberdeen based cultural organisations in order to deliver programmes of cultural activity for the benefit of Aberdeen citizens, including impacts on those with protected characteristics. Taking the saving option would impact the following protected characteristics.

Age – Across the 15 applications proposed activity would provide targeted participant and audience experience across all age brackets, ranging from early year mother and baby programmes through to activities with care setting.

Disability- activities range from programmes to support pathway for artists with disabilities, activities to improve the health and wellbeing (ie Dance with Parkinsons) through to increase accessibility in terms programming and physical interaction.

Race – Programmes including Rise Up!, Aberdeen Mela and more celebrating black and multiethnic communities.

Sexual orientation – number of programmes promoting celebrating LGBTQ communities, from APA’s Glory, Eat the Reach commissioning work and celebrating LGBTQ+ voices as well as the 2025 presentation and expansion of Grampian Pride.

With respect to other Protected characteristics these are all considered within the Investment Framework process and requirement for submission of equalities action plans as part of the application. Reviewing these officers consider impact in those cases to be generally neutral. Cutting funding to cultural activities can have significant negative impacts, particularly on individuals from protected characteristics, such as those defined by race, gender, disability, age, sexual orientation, and religion. Here are some key impacts:

1. **Reduced Access and Participation:** Funding cuts can limit access to cultural activities for marginalized groups, reducing opportunities for participation and engagement. This can exacerbate existing inequalities and social exclusion
2. **Loss of Representation:** Cultural activities often provide a platform for diverse voices and stories. Funding cuts can lead to a loss of representation for underrepresented groups, diminishing the visibility of their experiences and contributions
3. **Economic Impact:** Many cultural organisations employ individuals from diverse backgrounds. Funding cuts can lead to job losses and reduced economic opportunities for these communities
4. **Community Cohesion:** Cultural activities play a crucial role in fostering community cohesion and understanding. Reducing funding can weaken these social bonds and reduce opportunities for intercultural dialogue and collaboration
5. **Mental Health and Well-being:** Participation in cultural activities has been shown to have positive effects on mental health and well-being. Funding cuts can reduce these opportunities, negatively impacting the mental health of individuals from protected characteristics
6. **Educational Opportunities:** Cultural activities often provide educational benefits, particularly for young people. Funding cuts can limit these opportunities, affecting the development and future prospects of children and young people from diverse backgrounds

The reduction in budget would also impact on the cultural workforces reliant on public funding support both in terms of the direct staff of recipient organisations and the artists and suppliers who provide services and work through the investment. This will have impact on those with protected characteristics –

53% of workforce are female

11% identified as being within BAME categories (metrics being updated)

Lower earners, median income for visual artists is £12,500 a year, musician £24,000 – reductions in cultural funding may further impact employment 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?

Our primary data is drawn from Council led/commissioned research and specific consultations on the Culture review, priorities and Framework

2024/25 Budget consultation (Culture Programme IIA)

Culture Priorities Public Consultation

Culture Delivery and Funding Review analysis

Stakeholder Engagement Consultation

Aberdeen City Population Needs Assessment.

LOIP Refresh consultation 2023

<https://committees.aberdeencity.gov.uk/documents/s160076/Appendix%203%20Culture%20Investment%20Consultation%20Summary.pdf>

<https://committees.aberdeencity.gov.uk/documents/s160077/Appendix%204%20Consultation%20Analysis.pdf>

Scottish Household Survey 2022

<https://www.creativescotland.com/binaries/content/assets/creative-scotland/resources-and-publications/research/2024/youth-engagement-in-grant-making-report.pdf>

https://www.youthscotland.org.uk/wp-content/uploads/2023/04/Step-into-the-Arts_Final-Report.pdf

<https://www.creativescotland.com/binaries/content/assets/creative-scotland/resources-and-publications/research/2022/creative-scotland-arts-and-health-mapping-report.pdf>

<https://www.disabilityartsinternational.org/wp-content/uploads/2021/04/Time-to-Act-embargoed-report.pdf>

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

Consultation was undertaken as part of a review of the current investment and organisations supported and analysed the Council's current approach and rationale for support. Organisations and initiatives subject to the review include APA, Castlegate Arts, Peacock Visual Arts, Citymoves Dance Agency, Sound Festival, Jazz Scotland, SPECTRA Festival, Nuart Aberdeen and the open application project fund, Creative Funding. As part of the process the Review team have conducted consultations with all 'core' funded cultural organisations, Council cultural service managers, Creative Funding recipients, Culture Aberdeen, Visit Aberdeenshire, Aberdeen Inspired, COSLA and national public sector funders. Surveys have also been conducted with around 40 Creative Funding grant recipients.

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

Review of the current investment and organisations supported and analysed the Council's current approach and rationale for support. Organisations and initiatives subject to the review include APA, Castlegate Arts, Peacock Visual Arts, Citymoves Dance Agency, Sound Festival, Jazz Scotland, SPECTRA Festival, Nuart Aberdeen and the open application project fund, Creative Funding. As part of the process the Review team have carried out consultations with all 'core' funded cultural organisations, Council cultural service managers, Creative Funding recipients, Culture Aberdeen, Visit Aberdeenshire, Aberdeen Inspired, COSLA and national public sector funders. Surveys were also conducted with around 40 Creative Funding grant recipients.

Stakeholder engagement sessions led by independent facilitator(s) Charlotte Wilson Research Services, consultee including current culture funding recipients, culture venues and other sector representatives. In terms of protected characteristics representation, the following groups participated. Early Intervention Aberdeen, Aberdeen Interfaith Group, Learning Disability Group of Aberdeen and Aberdeenshire, Aberdeen Action on Disability, Aberdeen University Students' Association and We Are Here Scotland.

Online Public Consultation on culture priorities, 409 completed the survey. Of those responding-

- Around 33% stated they had a disability lasting 12 months or more which impacted their life
- 6.58% of respondents came from an ethnic minority background
- 19% of respondents live within the most deprived 20% data zones in Aberdeen City according to submitted postcode data.
- Just over 5% identified as gay, lesbian, bisexual or other

Comments from those with protected characteristics on Framework Aims and priorities which inform the investment criteria:

"Proposal sounds inclusive and achievable."

"It is important to individuals' well-being/mental health to have access to cultural facilities"

"It makes sense if the funding available to use can bring in additional funding nationally as this will benefit the city and its residents"

"The benefits of a vibrant cultural environment are far reaching in the community and the monetary value in wellbeing and growth can far exceed the investments made"

Feedback from the 2024 Budget consultation (previous proposal to cut culture funding) included the following comments:

AGE

“Don't touch that arts & culture budget - especially when it comes to children and young adults’ access. It's vital for mental health well-being, and for developing citizenship values”.

“We do not need to reduce funding for Culture and Sport as this directly helps in the health and mental well-being of people, particularly young children”.

“We don't have enough as it is and really important to encourage tourism & students. Also important as a means to support anti-social behaviour, care experienced children and those who have experienced trauma”.

“Any reduction in grants or removal of funding is detrimental to the society, the mental wellbeing of citizens especially children/youth and would result in far more serious crime & violence that will cause additional spending.”

DISABILITY

“Accessible events and social spaces are very important to people with disabilities”.

“If people cannot attend events due to support available, for example guidance for people who are visibly impaired, this will have a negative impact on their overall wellbeing and could mean they rely on other council or public services for assistance and support”.

“reducing these will disproportionately impact on the poorest in our society and those with less means. That would tend to be single mothers, care experienced people and people from minority ethnic communities”.

“I think this would have a major impact on community. There are little things to do in Aberdeen as it is. By doing this you are taking away opportunities for children and young people. They will have no option but to hang about the streets causing trouble if there is nothing to do.”

“For people with severe autism, having access to a variety of stimulating activities is really essential for improved learning, stimulation and socialisation with others. This is the case whether it takes the form of performance by others; artistic activities for the individual; or access to sport and exercise for the individual. Any major reduction in funding of these activities would be a huge blow to level 3 autistic people. The arts and sport are not just 'nice to haves', but as stated above, essentials for fulfilling lives for all participants.”

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)?

Additional funding could be sought through grant schemes; however to date this has not generated enough funding to sustain these organisations without Council funding

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

High	
Medium	
Low	
Negative Impact Removed	

3: Socio-Economic Impacts

Aberdeen City Council has a duty to reduce the inequalities of outcome that can arise from socio-economic disadvantage. This section is used to consider what impact the policy may have on people experiencing socio-economic disadvantage – and how any inequalities of outcome arising from the policy can be reduced.

Use this guide to understand more on socio-economic inequalities: [The Fairer Scotland Duty: Guidance for Public Bodies \(www.gov.scot\)](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?

LOW INCOME HOUSEHOLDS

Reduction in free and affordable access to culture and leisure opportunities in the city centre, particularly impacting low-income households and children in poverty as access would be restricted beyond current opening hours as well as the removal of concession places, pricing participation out of the reach of many citizens.

Culture Investment programme of proposed activities provides a broad range of cultural opportunities across all of Aberdeen’s communities. If the saving option is taken there would be a significant reduction in activity in Aberdeen and citizens would need to travel to other cities to engage in activities, an option which would be prohibitive to those that have limited financial means to do so.

HEALTH & WELLBEING

Reduction in free-to-access leisure and culture facilities would have an overall negative impact on the mental health and wellbeing of the city’s residents with an intersectionality of protected characteristics.

In addition, any staffing impacts could affect those who are in an employment or work relationship with the culture sector. This impact could be financial and could impact those from lower socio-economic backgrounds. APA would be determining actual impact of reduced funding as previously stated.

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?

Analysis was undertaken of the supported activities through Cultural Funding and Delivery Review as well as the Culture Impact Review, both presented to Council on the 7th of February. The former included analysis of audiences and participants of the cultural organisations as cultural attendance, which indicated attendance to cultural activity in Aberdeen (across all wards) was higher than the national average, which is backed by the finding if the 2021 Household Survey results as well.

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

See section 2

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

2025 Budget consultation phase 2

Budget Consultation 2024, impact of reducing support to culture. highlighted comments relating to socio-economic impacts:

LOW INCOME

If services are cut or additional fees are required for arts, culture and sports this would negatively affect those on fixed incomes and relying on benefits. Feelings of wellbeing, good mental and physical health are linked to access to these events. If people cannot attend events due to support available, for example guidance for people who are visibly impaired, this will have a negative impact on their overall wellbeing and could mean they rely on other council or public services for assistance and support.

Arts and culture are extremely important to society and especially to enriching the lives of vulnerable people. Again, reducing these will disproportionately impact on the poorest in our society and those with less means. That would tend to be single mothers, care experienced people and people from minority ethnic communities.

HEALTH & WELLBEING

Arts and culture are important for mental wellbeing and quality of life.

These are vital resources for all of the community. Places for people to gather and be together which is vital for health. Also, they are part of a provision of warm spaces for people and opportunities for health and leisure.

Overall physical and mental health will be reduced by removing these services and the inequality gap will widen as those who can afford to go to private provision will do so and those who cannot afford this will have nothing. Then, their poor health will deteriorate further and for young people this will mean less positive life outcomes.

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)?

None

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

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?

Support for a broad range of cultural events, services and venues will mean access to culture will remain accessible and affordable. If the budget saving is taken the direct result will be price increases and venue closures. This would in turn mean a significantly reduced cultural offer in the city, primarily leaving the P&J Live and privately run venues such as the Tivoli. To that general public would need to travel to other cities in order to access programming they have come accustomed to in respect to a city of this scale.

Reductions or loss of cultural services provided through the Culture Investment Programme will have a knock on effect to the wider economy, particularly suppliers to the cultural venues and the visitor economy (accommodation and hospitality services)

Culture Impact review finding for 2023.

As a sector culture has direct employment but also 'spillover' and multiplier effect, it provides a high level of employment opportunities for freelance/ sole traders but also supply chain companies such as technicians, marketing, property management, finance and sales. The sector is especially important to the hospitality and tourism sector driving visitor economy spend.

Supported cultural organisations collective employment which equates to 166 direct full-time equivalents (FTE) jobs. This has a headcount of 266 jobs in total which are a mix of full and part-time permanent employment within either micro (under 10) or small businesses (10–49), with the exception being Aberdeen Performing Arts as medium to large organisation. The direct employment generated £3.7m GVA per annum. The GVA impact is based on average level of GVA per FTE in Creative, Arts and entertainment activities sector in Aberdeen (£22,483) according to Scottish Government Business Statistics(Growth Sectors).

FTE's	Venues	Events	Totals	GVA Impact
Direct	148.2	18.2	166.4	£3,756,603.20
Indirect	48.1	5.9	54.1	£1,834,891.70
Induced		23.1	2.8	£1,364,671.02
Total	219.4	27.0	246.4	£6,956,165.92

The organisations' direct employment and GVA impact will multiply through induced and indirect impacts generated by their significant annual expenditure on wages and suppliers, a large proportion of which will be captured in Aberdeen City and Shire (reflecting the catchment area for employees and location of suppliers) and/or in Scotland. Indirect impacts relate to the spend of supported organisations on suppliers, whilst induced impacts relate to the effects of additional spend in the economy by those employed by supported organisations. The wages received by employees and supply chain expenditure will re-circulate in the economy as result of expenditure by employees and supply chain companies, supporting further jobs. These jobs will also generate GVA.

Visitor Economy Impacts 2023

Audience

Audience figures are based on information supplied by venues and organisations as per their reporting commitments. Numbers for venues is primarily based on captured ticket numbers and or booking, although approaches vary depending on venue type. Aberdeen Performing Arts venues account for a significant amount of the overall audiences with 354,871 across its venues.

	Venues	Events	Creative Funding	Totals	
Total Audiences	397,947		150,993	55,036	603,976
Est. Day Audiences		362,132		137,404	50,083
Est. Overnight Audiences		35,815	13,589	4,953	54,358

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)?

none

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

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		√	
Article 4: Prohibition of slavery and forced labour		√	
Article 5: Right to liberty and security		√	
Article 6: Right to a fair trial		√	
Article 7: No punishment without law		√	
Article 8: Right to respect for private and family life, home and correspondence		√	
Article 9: Freedom of thought, belief and religion	√		
Article 10: Freedom of expression	√		
Article 11: Freedom of assembly and association		√	
Article 12: Right to marry and start a family		√	
Article 14: Protection from discrimination in respect of these rights and freedoms	√		
Article 1 of Protocol 1: Right to peaceful enjoyment of your property		√	
Article 2 of Protocol 1: Right to education		√	
Article 3 of Protocol 1: Right to participate in free elections		√	

5.2 In what way will the policy impact Human Rights?

The delivery of arts and culture activities can have a significant impact on the Human Rights Act 1998, particularly in relation to several key rights protected under the Act:

1. Freedom of Expression (Article 10): Arts and cultural activities often involve creative expression, which is protected under the Human Rights Act. This includes the right to hold opinions and to receive and impart information and ideas without interference by public authority. Cutting funding increases chance of venue closure and in limiting opportunity for freedom of expression.
2. Freedom of Thought, Conscience, and Religion (Article 9): Many cultural activities are rooted in religious or spiritual traditions. The Human Rights Act protects the freedom to manifest one's religion or beliefs, which can include participating in cultural and religious events. Loss of APA venues will impact on these freedoms.
3. Prohibition of Discrimination (Article 14): The Act ensures that the rights and freedoms set forth in it are secured without discrimination on any ground. This means that arts and cultural activities should be accessible to all, regardless of race, religion, gender, or other status. If the budget option is taken access to many culture services and experiences in Aberdeen will be limited to those that have the means to regularly travel to other cities for culture experiences.

By promoting these rights, the delivery of arts and culture activities can enhance social cohesion, foster mutual respect, and contribute to a more inclusive society.

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
No – negative impact remains

√

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

Article 2: non-discrimination		✓	
Article 3: best interests of the child provision and protection	✓		
Article 5: parental guidance and a child's evolving capacities		✓	
Article 16: right to privacy		✓	
Article 17: access to information from the media		✓	
Article 18: parental responsibilities and state assistance		✓	
Article 22: refugee children		✓	
Article 23: children with a disability	✓		
Article 24: health and health services		✓	
Article 26: social security		✓	
Article 27: adequate standard of living		✓	
Article 28: right to education		✓	
Article 29: goals of education		✓	
Article 30: children from minority or indigenous groups	✓		
Article 31: leisure, play and culture	✓		
Article 39: recovery from trauma and reintegration		✓	
Article 40: juvenile justice		✓	
PROTECTION			
Article 6: life, survival and development		✓	
Article 7: birth registration, name, nationality, care		✓	
Article 8: protection and preservation of identity		✓	
Article 9: Separation from parents		✓	
Article 10: family reunification protection		✓	
Article 11: abduction and non-return of children		✓	
Article 15: freedom of association		✓	
Article 19: protection from violence, abuse and neglect		✓	
Article 20: children unable to live with their family		✓	
Article 21: adoption		✓	
Article 25: review of treatment in care		✓	
Article 33: drug abuse		✓	
Article 34: sexual exploitation		✓	
Article 35: abduction, sale and trafficking		✓	

Article 36: other forms of exploitation		✓	
Article 37: inhumane treatment and detention		✓	
Article 38: war and armed conflicts		✓	
Article 32: child labour		✓	
PARTICIPATION			
Article 12: respect for the views of the child	√		
Article 13: freedom of expression	√		
Article 14: freedom of thought, belief and religion	✓		
Article 42: knowledge of rights		✓	

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

The delivery of arts and culture activities can significantly impact several articles of the United Nations Convention on the Rights of the Child (UNCRC). Here are some key articles and how they relate to arts and culture:

1. **Article 13 - Freedom of Expression:** This article ensures that children have the right to express their thoughts and ideas freely. Arts and cultural activities provide a platform for children to express themselves creatively through various forms such as painting, music, dance, and drama
2. **Article 29 - Goals of Education:** This article emphasizes the development of the child's personality, talents, and mental and physical abilities to their fullest potential. Engaging in arts and cultural activities helps in nurturing these aspects by encouraging creativity, critical thinking, and emotional development
3. **Article 31 - Leisure, Play, and Culture:** This article recognizes the child's right to rest and leisure, to engage in play and recreational activities, and to participate freely in cultural life and the arts. Providing access to arts and cultural activities ensures that children can enjoy these rights, contributing to their overall well-being and development
4. **Article 30 - Children of Minorities or Indigenous Groups:** This article protects the rights of children from minority or indigenous groups to enjoy their own culture, practice their own religion, and use their own language. Arts and cultural activities can help preserve and promote these cultural identities, fostering a sense of pride and belonging among children
5. **Article 14 – Freedom of thought, belief and religion:** Many cultural activities are rooted in religious or spiritual traditions. The Human Rights Act protects the freedom to manifest one's religion or beliefs, which can include participating in cultural and religious events

By supporting these rights, arts and cultural activities play a crucial role in the holistic development of children, helping them to grow into well-rounded individuals.

This is supported by some of the budget consultation with respect to the rights of Children and Young People. Summary -

Impact on Children and Youth: Parents expressed concern that reducing funding would limit opportunities for children to engage in sport and arts, and that these are important for their development and wellbeing.

Feedback from targeted engagement focused on impact on wider access to education, ability to gather in social settings especially for young people.

Highlighted comments relating to Children and Young People were:

- Again, reducing these will disproportionately impact on the poorest in our society and those with less means. That would tend to be single mothers, care experienced people and people from minority ethnic communities.
- I think this would have a major impact on community. There are little things to do in Aberdeen as it is. By doing this you are taking away opportunities for children and young people. They will have no option but to hang about the streets causing trouble if there is nothing to do.

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)?		
none		
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 arts and culture sector plays a significant role in promoting and impacting environmental sustainability in several ways:

1. Raising Awareness: Art can make abstract sustainability concepts tangible and evoke emotional responses that facts and figures may not. This can inspire individuals and communities to take action on environmental issues
2. Driving Cultural Shifts: Through creative expression, the arts can help shape a culture that values and prioritizes environmental conservation. This can lead to broader societal changes in attitudes and behaviours towards sustainability
3. Optimizing Operations: Many arts institutions are working to reduce their carbon footprint by implementing sustainable practices in their operations. This includes energy audits, improving building efficiency, and promoting recycling and composting
4. Supporting Sustainable Practices: Arts organizations often host events, workshops, and exhibitions that promote sustainable practices and environmental education. These activities can engage the public and encourage more sustainable lifestyles
5. Catalysing Community Engagement: Public art installations and community projects centered around sustainability can foster discussions and initiatives aimed at environmental conservation. This helps build community resilience and social cohesion

By integrating these practices, the arts and culture sector not only contributes to environmental sustainability but also helps to inspire and mobilize broader societal efforts towards a more sustainable future.

There is a risk if the option is accepted some venues may no longer be able to continue to operate and lead to closure. The climate impact of a vacant building can be significant in several ways:

Energy Inefficiency: Vacant buildings often lack regular maintenance, leading to energy inefficiencies. Heating, cooling, and lighting systems may still consume energy, contributing to unnecessary greenhouse gas emissions.

Urban Heat Island Effect: Vacant buildings and lots can exacerbate the urban heat island effect, where urban areas become significantly warmer than their rural surroundings. This is due to the lack of vegetation and the presence of heat-absorbing materials like concrete and asphalt.

Stormwater Management: Vacant properties can contribute to poor stormwater management. Without proper maintenance, these areas may lack green infrastructure, leading to increased runoff and potential flooding.

Resource Depletion: The construction and demolition of buildings consume significant resources. Vacant buildings that are not repurposed or maintained can lead to wasted materials and energy.

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?

Environmental action plans and specific target outcomes have been submitted with the applications and are available on request. A new Culture Investment reporting Framework has been established and will be used to measure impacts, including environmental.

With respect to current data, three of the current applicants are subject to the Creative Scotland environmental impact reporting, coordinated by Creative Carbon Scotland. Information on impacts to date are available at <https://www.creativecarbonscotland.com/greening-culture/>

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.

- As above applicants have supplied environmental strategy plans and performance improvement targets as part of the culture investment application process.

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)?

Commission other services to undertake culture climate change activities, consider alternative uses or operators for the venue- this may occur more cost longer-term than the initial saving

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

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8: Sign Off

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

EXTERNAL ORGANISATION STAFF

Reduction in funding to the organisations will ultimately seek a cost saving by reducing staffing levels. This will have a knock-on effect for the organisations that work in partnership with these venues, including the likes of GREC, CFINE, Cornerstone and numerous schools and community groups.

VISITOR ECONOMY/ CITY CENTRE RECOVERY

No consultation has been undertaken with these groups, a reduction in cultural offer will have an impact on the city's attractiveness as a destination which in turn lead to reduced visits, impacting the wider economy (accommodation and hospitality providers) who are facing significant economic challenges in the current climate, with an employee base disproportionately high in respect to protected characteristics. The importance of cultural activity as a driver to city centre economy cannot be underestimated, several city centre businesses reported record breaking turnover as a result of Spectra festival of light, several businesses attributing it as essential to stay afloat.

<https://www.pressandjournal.co.uk/fp/news/aberdeen-aberdeenshire/6359023/spectra-aberdeen-businesses-aberdeen-city-centre/>

There are no reasonable adjustments that would mitigate the reduced funding to these organisations at this time, several of the organisations are in the process of applying for Creative Scotland Multi Year funding and any reduction in Council support would likely lead to lower leverage ability.

Organisations have all explored alternative charges and fees option but are unable to increase further at this time due charitable purpose, impact to grant funding requirements or audience downturns.

Organisations may be signposted to alternative funding such as the transition UKSPF, but this funding is more limited and likely to be over subscribed.

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

Yes, potentially impacts on the Council's ability to deliver on the following targets.

Aberdeen City Council as a service provider

EO 1 - All people with protected characteristics will access information, goods and services knowing that social and physical barriers are identified and removed, with a focus on Age, Gender reassignment and Disability.

EO 2- Diverse communities in Aberdeen will have an increased sense of safety and belonging within their neighbourhood and City, with a focus on Race (including Gypsy/Travellers), Religion and Sexual Orientation.

EO 3 – Representation in civic participation of people with protected characteristics will be improved by ensuring our leaders, staff and organisation champion the equality agenda in the City, with a focus on Disability, Race and Sex.

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

In the majority of cases there is not an alternative without inducing further costs which may potential equal the savings being sought.

Outline how the impact of policy will be monitored.

Impacts will be monitored through the Culture Investment Framework and annual impact report where we can benchmark against previous funding years for economic impact and the level of social return and inward investment

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

There are remaining negative impacts but due to the overarching requirement to consider the options available to achieve savings and ensure the Council sets a balanced budget, a statutory requirement, then it should be

considered in that context but noting it must consider the Council's approved Culture Investment Framework process.

Based on analysis of the affected organisations current cashflow it is predicted some of these charities will not be able to continue to trade solvently and will enter administration before the end of 2026 without significant intervention or income generation to change course.

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