

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>
Overseas Travel Budget
<b>1.2 What does this policy seek to achieve?</b>
This policy is seeking to make a saving of £10,000 from the international travel budget. A reduction of 50%.
<b>1.3 Is this a strategic programme/proposal/decision?</b>
Decision to remove this budget line is subject to a decision of Full Council as part of its budget setting process, therefore this is considered to be strategic.
<b>1.4 Is this a new or existing policy?</b>
This is a new policy
<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>
Budget Proposal New-02
<b>1.8 Function and Cluster:</b>
Function - City Regeneration & Environment Cluster – City Development & Regeneration Author – Jim Johnstone, Service Manager – City Development Chief Officer – Julie Wood

## 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?

This budget enables elected members and officers to attend a small number of conferences, exhibitions and events relating to sectors that are key to its economic wellbeing. Attendance highlights the opportunities for investment in the city creating employment opportunities from subsequent investments. Reduction in the budget will severely limit the ability of the city to attend these meetings and in addition host visiting groups of investors, as the budget would be reduced by 50%.

The impact would be a reduced realisation of international trade and investment, resulting in fewer opportunities for employment for people with protected characteristics.

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.

**This option was not within the public consultation.**

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

In person consultation on all business related budget proposals was undertaken with officers from the following business organisations:

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

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

The main points raised in these consultations were as follows:

- Support for business is crucial for both job creation and safeguarding, especially as the city economy transitions from its over reliance on the oil & gas sector; and
- At this time proposed budget savings have a high potential to result in delayed business investment and result in job losses across all sizes of businesses and fewer job opportunities being made available.

In addition, meetings with partners at Skills Development Scotland, Opportunity North East, Scottish Development International, Scottish Enterprise and ETZ Ltd raised the similar concerns.

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

No direct engagement, however as noted above the partners represent c. 2,000 businesses based in the city.

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)?**

Limit reduction in budget and seek opportunities to take part in virtual meetings if possible. Team and elected members are already making use of digital participation in meetings, conferences etc however this does not allow for the personal interaction which is a key element of promoting the city to investors. As presenters at conferences some costs may be recoverable.

**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
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<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?

International travel has long been recognised as a means to foster cross-cultural understanding, promote investment, and facilitate global learning. These benefits can have profound implications for communities experiencing socio-economic disadvantages.

International travel can serve as a catalyst for attracting foreign direct investment (FDI) into socio-economically disadvantaged areas. This influx of capital can lead to:

- Job Creation: Investments often result in the establishment of new businesses and the expansion of existing ones, leading to job creation.
- Economic Development: Increased investment can stimulate local economies, fostering growth and development. Investments in infrastructure can improve access to markets, education, and healthcare, enhancing overall quality of life.
- Networking and Collaboration: Travel fosters relationships between local individuals and international partners, creating networks that can lead to collaborative projects. These partnerships can facilitate the sharing of best practices, resources, and innovative solutions to local challenges.
- Cultural Exchange: Global learning through travel encourages cultural exchange, promoting understanding and appreciation of diverse perspectives. This can lead to more inclusive practices and policies that consider the needs and voices of socio-economically disadvantaged populations.

### 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?**

In its annual poverty report and action plan, the Joseph Rowntree Foundation states the best way in which to get people out of poverty is to get them into employment. This is priority action number 1.

The World Investment Report (UNCTAD)

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

See para 2.3 above

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

See para 2.3 above

### 3.4 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>		
Targeted attendance at events that are likely to produce most significant impact.		
<b>If mitigations are in place, does this remove or reduce the negative impact?</b>	<b>No – negative impact remains</b>	X
	<b>Yes – negative impact reduced</b>	
	<b>Yes - negative impact removed</b>	

## 4: Consumer Impacts

The Consumer Scotland Act 2020 places a Consumer Duty on the public sector to put consumer interests at the heart of strategic decision-making, emphasising the need for accessible and affordable public services, especially during times of financial pressure. This person-centred approach is intended to result in better quality services and outcomes for the public as consumers of public services across Scotland.

This section of the IIA is used to consider the impact of the policy on consumers of any services that the policy is intended to change.

Use this guide to understand more on the consumer duty: [How to meet the consumer duty: guidance for public authorities](#)

4.1 What impact could this policy have on any of the below consumer groups?

	Negative	Neutral	Positive
<b>Individuals</b>	X		
<b>Small businesses</b>	X		

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

Individuals – while the proposal has a limited direct impact on individuals, reductions in activity to support the economic development of the city will have an indirect negative impact through reductions in jobs/employment opportunities.

Small Businesses - the consequences of reduced travel in terms of promoting Aberdeen to investors and businesses, combined with other budget proposals, will be a reduction in the sustainability of the business ecosystem which in turn will negatively impact on the performance of SMEs and loss of employment.

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)?

Targeted attendance at events that are likely to produce most significant impact.

Limit reduction in budget and seek opportunities to take part in virtual meetings / presentations if possible.

Team and elected members are already making use of digital participation in meetings, conferences etc however this does not allow for the personal interaction which is a key element of promoting the city to investors.

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

No – negative impact remains

X

Yes – negative impact reduced

Yes - negative impact removed

## 5: Human Rights Impacts

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law. The Human Rights Act came into force in the UK in October 2000

The Act sets out our human rights in a series of 'Articles'. Each Article deals with a different right.

Use this guide to understand more about [Human Rights](#).

### 5.1 What impact could this policy have on Human Rights?

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

### 5.2 In what way will the policy impact Human Rights?

It is not considered that the policy would have a direct impact on Human Rights.

### 5.3 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?	
N/A	
If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains
	Yes – negative impact reduced
	Yes - negative impact removed

## 6: Children and Young People’s Rights Impacts

The United Nations Convention has 54 articles that cover all aspects of a child’s life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children’s rights apply to every child/young person under the age of 18 and to adults still eligible to receive a “children’s service” e.g. care leavers aged 18-26 years old.

You can [read the full UN Convention \(pdf\)](#), or [just a summary \(pdf\)](#), to find out more about the rights that are included.

### 6.1 What impact could this policy have on the rights of Children and Young People?

	Negative	Neutral	Positive
<b>PROVISION</b>			
Article 2: non-discrimination		X	
Article 3: best interests of the child provision and protection		X	
Article 5: parental guidance and a child's evolving capacities		X	
Article 16: right to privacy		X	
Article 17: access to information from the media		X	
Article 18: parental responsibilities and state assistance		X	
Article 22: refugee children		X	
Article 23: children with a disability		X	
Article 24: health and health services		X	
Article 26: social security		X	
Article 27: adequate standard of living		X	
Article 28: right to education		X	
Article 29: goals of education		X	
Article 30: children from minority or indigenous groups		X	
Article 31: leisure, play and culture		X	
Article 39: recovery from trauma and reintegration		X	
Article 40: juvenile justice		X	
<b>PROTECTION</b>			
Article 6: life, survival and development		X	
Article 7: birth registration, name, nationality, care		X	
Article 8: protection and preservation of identity		X	
Article 9: Separation from parents		X	
Article 10: family reunification protection		X	
Article 11: abduction and non-return of children		X	
Article 15: freedom of association		X	
Article 19: protection from violence, abuse and neglect		X	
Article 20: children unable to live with their family		X	
Article 21: adoption		X	
Article 25: review of treatment in care		X	
Article 33: drug abuse		X	
Article 34: sexual exploitation		X	
Article 35: abduction, sale and trafficking		X	
Article 36: other forms of exploitation		X	
Article 37: inhumane treatment and detention		X	
Article 38: war and armed conflicts		X	



<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?

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

6.3 What mitigations can be put in place?

**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
<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?

Reduction in international travel will result in fewer flights being taken by staff and elected members than the previous years and therefore reduce the council's carbon emissions.

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?**

N/A

**What consultation and engagement has been undertaken with local groups, partner organisations, experts etc? Where required, identify any other environmental assessments that have been completed.**

N/A

7.4 What mitigations can be put in place?

**What can be done to remove or reduce any negative impacts of this policy (if applicable)?**

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

## 8: Sign Off

<b>Any further positive or negative impacts on individuals or groups that have been considered?</b>
<b>Does the policy relate to the Council's <a href="#">Equality Outcomes</a>? If yes, how.</b>
N/A
<b>Overall summary of changes made to the policy as a result of impact assessment.</b>
None
<b>Outline how the impact of policy will be monitored.</b>
This will be done through monitoring the impact of the wider business support and investment activity using metrics on the economic health of the city eg employment numbers, salary levels; numbers of investments coming to Aberdeen.
<b>If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.</b>
Reduction in revenue expenditure

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<b>Date</b>	17 January 2025
<b>Chief Officer</b>	Julie Wood
<b>Date</b>	18/02/2025