

# Integrated Impact Assessment

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>
Rationalisation of the early learning childcare provision in the city
<b>1.2 What does this policy seek to achieve?</b>
The purpose of this policy is to present options to Elected Members on rationalising Early Learning and Childcare (ELC) settings in order to meet demand, maximise resources and achieve best value.
<b>1.3 Is this a strategic programme/proposal/decision?</b>
This is linked to Aberdeen City Council’s statutory duty to deliver 1140 hours of Early Learning and Childcare for eligible two year olds and all three and four year olds.
<b>1.4 Is this a new or existing policy?</b>
The proposals are linked to a key action in the statutory Early Learning and Childcare Delivery Plan 2024-26, approved by Education and Children’s Services Committee on 2 July 2024, to continue to monitor demand across the city and in individual Associated School Groups (ASGs). This is in order to meet the needs of families and to achieve best value. This is undertaken on an annual basis.
<b>1.5 Is this report going to a committee?</b>
Yes
<b>1.6 Committee name and date:</b>
Education and Children’s Services Committee on 18 February 2025 Council (budget meeting) on 5 March 2025
<b>1.7 Report no and / or Budget proposal number and / or Business Case reference number:</b>
F&C/25/001 Budget Number: ED-07
<b>1.8 Function and Cluster:</b>
Families and Communities Education and Lifelong Learning

## 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 provision of funded Early Learning and Childcare has the potential to be transformational for many families, but especially for those with the lowest incomes in the city and will contribute to our high level priority to reduce child poverty. It is also central to the national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep the Promise to our care experienced children.

As the majority of carers are female this has a positive impact as we will be able to give more families the 9-3 term time which links in with school timings for other children allowing for easier drop off and pick up.

### 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?

The proposed amended Early Learning and Childcare delivery models, based on demand, will assist the Council to continue to develop and deliver high quality ELC in the city.

One of the key actions in our ELC Delivery Plan 2024-26 is to continue to monitor demand across the city and in individual ASGs. This is in order to meet the needs of families and to achieve best value. Recent detailed work on capacities shows that, similar to previous years, we continue to have an

oversupply of 'afternoon' places available, and Officers have taken this learning into account in planning proposed delivery models for 2025/26. The team continue to receive applications for ELC placements on a daily basis as families move into the city and care has been taken to factor this into proposals.

In putting forward these proposals, based on current supply and demand data, Officers have considered the full ELC offer across each ASG with all areas still having a good mix of 8am-6pm all year round ELC provision and 9am-3pm term time provision. Our ELC Funded Providers also continue to offer fully flexible funded ELC across the city and can meet the needs of families who require wrap around care and additional hours.

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

As part of our statutory duties under the Children and Young People (Scotland) Act 2014, we are required to consult with parents and carers every two years on the provision of ELC. The Early Years team consulted with parents and carers in June 2023 and the results were reported to Committee. [ELC Consultation with Parents and Carers 2023](#)

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 4278 responses across the four areas consulted on during part 1 of the online consultation and 1535 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

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)?**

No negative impacts have been identified.

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

<b>High</b>	N/A
<b>Medium</b>	N/A
<b>Low</b>	N/A
<b>Negative Impact Removed</b>	N/A

### 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 \(www.gov.scot\)](https://www.gov.scot/publications/fairer-scotland-duty/guidance-for-public-bodies/pages/1-to-3.aspx)

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 provision of funded Early Learning and Childcare has the potential to be transformational for many families, but especially for those with the lowest incomes in the city and will contribute to our high-level priority to reduce child poverty. It is also central to the national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep the Promise to our care experienced children.

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?**

One of the key actions in our ELC Delivery Plan 2024-26 is to continue to monitor demand across the city and in individual ASGs. This is in order to meet the needs of families and to achieve best value. Recent detailed work on capacities shows that, similar to previous years, we continue to have an oversupply of ‘afternoon’ places available, and Officers have taken this learning into account in planning proposed delivery models for 2025/26. The team continue to receive applications for ELC placements on a daily basis as families move into the city and care has been taken to factor this into proposals.

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

Staff engagement and engagement with Funded Providers.

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

As part of our statutory duties under the Children and Young People (Scotland) Act 2014, we are required to consult with parents and carers every two years on the provision of ELC. The Early Years team

consulted with parents and carers in June 2023 and the results were reported to Committee. [ELC Consultation with Parents and Carers 2023](#)

### 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>		
No negative impacts identified.		
<b>If mitigations are in place, does this remove or reduce the negative impact?</b>	<b>No – negative impact remains</b>	N/A
	<b>Yes – negative impact reduced</b>	N/A
	<b>Yes - negative impact removed</b>	N/A

## 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?

The provision of funded Early Learning and Childcare has the potential to be transformational for many families, but especially for those with the lowest incomes in the city and will contribute to our high-level priority to reduce child poverty. It is also central to the national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep the Promise to our care experienced children.

This will also have a positive impact on local businesses who work in partnership with Aberdeen City Council as Funded Provider ELC settings (private, voluntary and independent) to deliver the statutory duty and who are able to offer more flexible, wrap around ELC provision.

4.3 What mitigations can be put in place?

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

## 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?

There are a number of duties on the Local Authority under the Children and Young People (Scotland) Act 2014:

- The provision of 1140 hours of Early Learning and Childcare for eligible two year olds and all three and four year olds.
- Statutory responsibility for ensuring that funded ELC entitlement is available to all eligible children in the city.
- Primary guarantor of quality and key enabler of flexibility and choice, ensuring that there is a range of options for all families in the city.
- Engaging and consulting with parents and carers on a regular basis (minimum of every 2 years) on the provision of ELC delivered locally.
- Preparing and publishing an Early Learning and Childcare Delivery Plan every 2 years.

The proposed amended Early Learning and Childcare delivery models, based on demand, will assist the Council to continue to develop and deliver high quality ELC in the city.

The policy will positively impact Human Rights through the delivery of a universal, funded Early Learning and Childcare offer and specifically prioritising key groups who may be affected by poverty.

### 5.3 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>		
No negative impacts have been identified.		
<b>If mitigations are in place, does this remove or reduce the negative impact?</b>	<b>No – negative impact remains</b>	N/A
	<b>Yes – negative impact reduced</b>	N/A
	<b>Yes - negative impact removed</b>	N/A

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



<b>Article 21:</b> adoption		X	
<b>Article 25:</b> review of treatment in care		X	
<b>Article 33:</b> drug abuse		X	
<b>Article 34:</b> sexual exploitation		X	
<b>Article 35:</b> abduction, sale and trafficking		X	
<b>Article 36:</b> other forms of exploitation		X	
<b>Article 37:</b> inhumane treatment and detention		X	
<b>Article 38:</b> 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?

Positively. The provision of funded Early Learning and Childcare has the potential to be transformational for many families, but especially for those with the lowest incomes in the city and will contribute to our high-level priority to reduce child poverty. It is also central to the national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep the Promise to our care experienced children.

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)?**

No negative impacts have been identified.

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

<b>No – negative impact remains</b>	N/A
<b>Yes – negative impact reduced</b>	N/A
<b>Yes - negative impact removed</b>	N/A

## 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>			
<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?

One of the key priorities of the delivery of ELC is to ensure a mix of models are available in each Associated School Group (ASG), meaning provision is local and close to home.

In our most recent Parent and Carer Consultation (2023) 75% of respondents indicated that they were able to secure ELC in their local area. This should have a positive impact on environment with more active travel and less distance travelled in cars.

Furthermore, a cornerstone of the ELC expansion programme was the investment in outdoor learning, and this is keenly reflected in the establishment of two new outdoor nurseries at Duthie Park and at Hazlehead. Both have an outdoor focus in their education and provision, but each will offer unique and varied experiences for children, families, staff and the wider communities. The establishment of the two new outdoor nurseries is a first for Aberdeen city and a pioneering provision for the Early Years sector. Across all ELC settings, good use is also made of outdoor and green spaces where practicable and feasible to do so.

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?**

As above in 7.2.

**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.**

One of the key priorities of the delivery of Early Learning and Childcare is to ensure a mix of models are available in each Associated School Group (ASG), meaning provision is local and close to home.

In our most recent Parent and Carer Consultation (2023) 75% of respondents indicated that they were able to secure Early Learning and Childcare in their local area. This should have a positive impact on environment with more active travel and less distance travelled in cars.

#### 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)?**

Designing the service to ensure there is a model suitable for everyone within walking distance reduces the need to use cars for travel.

**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

<b>Any further positive or negative impacts on individuals or groups that have been considered?</b>
No
<b>Does the policy relate to the Council's <a href="#">Equality Outcomes</a>? If yes, how.</b>
Yes  The provision of funded Early Learning and Childcare has the potential to be transformational for many families, but especially for those with the lowest incomes in the city and will contribute to our high-level priority to reduce child poverty. It is also central to the national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep The Promise to our care experienced children.
<b>Overall summary of changes made to the policy as a result of impact assessment.</b>
None. Previous Impact Assessments have been undertaken and we are confident that the policy has positive impact and positive outcomes.
<b>Outline how the impact of policy will be monitored.</b>
Aberdeen City Council fulfils its statutory duty to prepare and publish an Early Learning and Childcare Delivery Plan every two years in line with Children and Young People (Scotland) Act.  Aberdeen City Council Early Learning and Childcare Delivery Plan 2024-26 was approved by Education and Children's Services Committee on 2 July 2024 and contains within it an action to monitor supply and demand of ELC models on an annual basis. This is the mechanism for monitoring this policy.
<b>If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.</b>
There are no negative impacts.

<b>Assessment Author</b>	Louise Beaton
<b>Date</b>	15/01/2025
<b>Chief Officer</b>	Shona Milne
<b>Date</b>	14/02/25