

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>
Reduction of Learning Centre development budgets
<b>1.2 What does this policy seek to achieve?</b>
This proposal seeks to achieve a balanced budget through the reduction of Learning Centre development budgets.
Aberdeen has 12 learning centres and similar facilities along with Tillydrone Community Campus and Greyhope Community Hub. These are managed by Aberdeen City Council, but activities may be provided by the Council or third-party organisations.
The development budgets attached to Learning Centres and Community Learning and Development (CLD) teams are used for purchases, interventions and services based on the needs of each community, the groups who access the centres of areas of CLD delivery. This can include fixtures and fittings, upgrades required for health and safety compliance, service promotion, janitorial and cleaning provision, and learning resources for adult learning or youth work.
<b>1.3 Is this a strategic programme/proposal/decision?</b>
Non-strategic
<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>
Budget Meeting Council 5 March 2025
<b>1.7 Report no and / or Budget proposal number and / or Business Case reference number:</b>
New-109
<b>1.8 Function and Cluster:</b>
Families and Communities; Education and Lifelong Learning

Author: Margaret Stewart, Service Manager, Libraries and Community Learning  
Chief Officer: Shona Milne, 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?

Across all protected characteristics there will be less opportunity to be responsive to emerging and unplanned needs, across learning centres, communities and across areas of youth work, family learning, healthy minds, adult learning and will affect the extent to which learning centres are invested in, to provide well maintained, equipped and welcoming environments to meet the needs of our diverse communities. Let for learning centres generate income with many community groups paying to access different space for sport, learning, health and community connection.

### Age

There will be less opportunity to be responsive to the needs of Children, young people and older people, with limited resources to programme activity that supports learning, independence, social connection and volunteering.

Safe spaces for young people, are less likely to be upgraded and reflect their ideas, this will impact on feelings of ownership and identity.

Young people accessing youth work will have less access to resources, like sports, arts, games equipment and the resources related to wider achievement awards.

### Disability

There will be limited programming and services that are tailored to individuals with disabilities. Limited funding for necessary equipment and technologies to support individuals with disabilities.

### Gender reassignment

People who have gone through or are going through gender reassignment, may experience limited opportunity to access to targeted community programmes and opportunities to form trusted relationships and sources of information and learning in their community may be limited.

### Pregnancy and Maternity

Safe spaces for parents and babies are less likely to be upgraded, for examples breastfeeding friendly areas or play spaces. Less inviting spaces may not feel welcoming and reduce the time parents There will be less opportunity to be responsive to the need for families with very young children. Less opportunities for family bonding and engagement through community events and activities. Decreased sense of community and connection for families who rely on Learning Centres for support and socialisation.

### Race

Learning Centres and the programmes delivered by ACC and third sector providers play an important role in promoting diversity, inclusion and cultural understanding, limited community resources and welcoming, well-equipped spaces may limit opportunities for community connection and cohesion.

### Religion or Belief

There are a number of fith group who access learning centre through lets, they may be impacted buy reducing investment in the resources available in centres.

### Sex

Women are more often the main caregiver therefore women who access learning spaces and family learning activity may be impacted, also see Pregnancy and Maternity.

### Sexual Orientation

There will be less opportunity to be responsive to the needs of LGBTQ+ individuals with limed resources to programme activity that supports learning, independence, social connection and volunteering.

## 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?**

CLD KPIs

Reports on Learning Centre usage

[Appendix A Progress against the CLD Plan 2021-2024 final.pdf](#)

[Aberdeen City Council Community Learning and Development Progress Visit Report 09/07/24](#)

The data includes reporting on CLD outcomes, programmes, and participation. It includes recommendations form national reports and instruction to take the Fairer Futures Partnership and the CLD plan for 25-27.

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

In preparation and in taking forward the Fairer Futures Partnership and the CLD plan for 25-27, there has been and continues to be consultation and engagement with staff and partners across Community Planning Aberdeen.

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

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.

48% of respondents indicated that a reduction in the community centre development budget would have no impact, while 52% of respondents indicated this budget option would have a negative impact, with 29% indicating a low impact, 14% indicating a medium impact, and 9% indicating a high impact. Comments included:

- Community Centres provide a very valuable service across the city; they need to be supported. They provide support to residents of all ages and space for important activities to take place.
- Community Centres provide an important link for vulnerable people and the beginnings of routes of poverty. Funding which positively impacts vulnerable people should be protected.
- Reduced community programs reduces opportunities to be part of the community for all ages leading to isolation.
- Community centres are a safe space for everyone, promote pride and love of Community, provide space for community education and integration. They are a lifeline for vulnerable, lonely and people in need who do not meet the thresh hold for govt support or social work criteria.
- Affects engagement in adult learning - lifelong learning is for all
- Reduces the impact of supporting economically disadvantaged

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)?**

Mitigations include:

- Continued work with corporate landlord and opportunities for Developer Obligations to maintain Learning Centre buildings
- Access to one off and sustainable funding to meet community need
- Continued multi-agency approaches to responding to community need
- Progressing and testing community hub models through the Fairer Futures Partnership

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 \(www.gov.scot\)](https://www.gov.scot/publications/fairer-scotland-duty/guidance-for-public-bodies/pages/1-introduction.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?

People experiencing socio-economic disadvantage may be impacted by this policy as they may be more reliant to the range and quality of resources available to them through the development grants that are aligned to learning centres, and youth work, adult learning and community development teams.

This could be access to emergency food provision or other basic needs, access to technology or the tools and resources to support community resilience, connection and provide access to learning programmes that are supplied so individual can access essential services at no cost to themselves.

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?**

CLD KPIs

Reports on Learning Centre usage

[Appendix A Progress against the CLD Plan 2021-2024 final.pdf](#)

[Aberdeen City Council Community Learning and Development Progress Visit Report 09/07/24](#)

The data includes reporting on CLD outcomes, programmes, and participation. It includes recommendations from national reports and instruction to take the Fairer Futures Partnership and the CLD plan for 25-27.

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

In preparation and in taking forward the Fairer Futures Partnership and the CLD plan for 25-27, there has been and continues to be consultation and engagement with staff and partners across Community Planning Aberdeen.

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

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.

48% of respondents indicated that a reduction in the community centre development budget would have no impact, while 52% of respondents indicated this budget option would have a negative impact, with 29% indicating a low impact, 14% indicating a medium impact, and 9% indicating a high impact.

Comments included:

- Community Centres provide a very valuable service across the city; they need to be supported. They provide support to residents of all ages and space for important activities to take place.
- Community Centres provide an important link for vulnerable people and the beginnings of routes of poverty. Funding which positively impacts vulnerable people should be protected.
- Reduced community programs reduces opportunities to be part of the community for all ages leading to isolation.
- Community centres are a safe space for everyone, promote pride and love of Community, provide space for community education and integration. They are a lifeline for vulnerable, lonely and people in need who do not meet the thresh hold for govt support or social work criteria.
- Affects engagement in adult learning - lifelong learning is for all
- Reduces the impact of supporting economically disadvantaged

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.

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

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

Mitigations include:

- CFINE and signposting to other community pantries
- ACC Financial Inclusion Team
- Continued work with corporate landlord and opportunities for Developer Obligations to maintain Learning Centre buildings



- Access to one off and sustainable funding to meet community need
- Continued multi-agency approaches to responding to community need
- Progressing and testing community hub models through the Fairer Futures Partnership

**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?

**Isolation:** Reduced community programs can lead to fewer opportunities for people of all ages to be part of the community, which can increase feelings of isolation. Community centres are a lifeline for vulnerable, lonely, and people in need who do not meet the threshold for government support or social work criteria.

**Safety:** Safe spaces for young people are less likely to be upgraded, which can impact their feelings of ownership and identity. Additionally, safe spaces for parents and babies are less likely to be upgraded, making them less inviting and potentially reducing the time parents spend there.

**Feeling Safe:** Community centres provide a safe space for everyone, promoting pride and love of the community, and offering space for community education and integration. Reduced investment in these centres may limit these opportunities, affecting the overall sense of safety and community connection.

There are no individuals or small business who buys, uses or receives goods or services or could potentially do so, that are affected by this policy.

### 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)?

Mitigations include:

- Continued work with corporate landlord and opportunities for Developer Obligations to maintain Learning Centre buildings
- Access to one off and sustainable funding to meet community need
- Continued multi-agency approaches to responding to community need

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?

There are no impacts on Human Rights relating to this proposal.

### 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)?

There are no impacts on Human Rights relating to this proposal.

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

No – negative impact remains

n/a

Yes – negative impact reduced

n/a

Yes - negative impact removed

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>			
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	
Article 32: 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?

There are no impacts on the rights of Children and Young people relating to this proposal.

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)?**

There are no impacts on the rights of Children and Young people relating to this proposal.

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

**No – negative impact remains**

n/a

**Yes – negative impact reduced**

n/a

**Yes - negative impact removed**

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>		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?

There are no environmental impact relating to this proposal

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 nature and themes of the areas of work carried out by Libraries and CLD have been considered in this assessment.

### 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.

- 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.

#### 7.4 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 mitigations required		
<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

## 8: Sign Off

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

As learning centres spaces are available to be let by any group, the impact of the reduction in development budgets may impact any individual or group accessing in the future.

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

This policy acknowledges the council's Equality Outcomes and identifies, when mitigations are in place there is a medium impact in relation to equalities outcome 1, 2 & 3 for people with protected characteristics.

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

None - The mitigations provided in this IIA are already accessed or available to learners and community members who access Learning Centres and CLD services.

### **Outline how the impact of policy will be monitored.**

The Community Learning and Development service will continue to be monitored against current reporting measures and reviewed as the CLD Plan 25-27 is progressed. Any reductions in programming will likely see demand in other areas, and these will be monitored alongside any reduction in budgets.

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

Where individual and/or community need is not addressed it may escalate, creating demand on other services. Such as Education, Social Work, NHS, Police Scotland.

<b>Assessment Author</b>	Margaret Stewart
<b>Date</b>	14/02/25
<b>Chief Officer</b>	Shona Milne
<b>Date</b>	20/02/25