

# 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>
Budget Option: Remove all funding to the Fairer Aberdeen Fund
<b>1.2 What does this policy seek to achieve?</b>
This proposal seeks to achieve a balanced budget through the removal of all funding being allocated to the Fairer Aberdeen Fund and Community Support Fund over a 3-year period.
The Fairer Aberdeen Fund has a fund total of £1.5 M which is allocated on a 3 yearly cycle, with fund recipients also providing annual applications to ensure projects still meet the intended outcomes. Applications are considered by the Fairer Aberdeen Board.
The Community Support Fund is available annually, with a total of £45K (included in the £1.5M) available in grants of < £1K. These are promoted to groups and networks and promoted through the same routes as the Fairer Aberdeen Fund. Applications are assessed by the Regeneration Matters group
<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 (Council Budget Option)
<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-135
<b>1.8 Function and Cluster:</b>

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.

The Fairer Aberdeen Fund is allocated by Aberdeen City Council to tackle poverty and deprivation. The Fund is dispersed and managed by the Fairer Aberdeen Board, a subgroup of the Community Planning Partnership, made up of representatives from priority areas, the Civic Forum, the Council, Aberdeen Health & Social Care Partnership, Police Scotland and ACVO (Aberdeen Council of Voluntary Organisations). The Fairer Aberdeen programme is aligned with the themes from the Local Outcome Improvement Plan Economy, Adults, Children and Young People. In 2023-24 funding of £1.5m was made available to support work in priority areas and across the city with vulnerable groups and individuals.

It is recognised that due to the way the Fairer Aberdeen Fund is distributed: on a 3 yearly application cycle with updated applications received annually from funded organisations, there is a level of unpredictability on how the funding may be applied each year and at the same time, while the Fairer Aberdeen Fund attracts new applicants there are many regular organisations who apply and are successful in securing funds and delivering projects that meet the aim of the fund to tackle poverty and deprivation. To demonstrate the consequence this proposal may have, the impacts provided in this Integrated Impact Assessment are based on the offer from current Fairer Aberdeen Funded organisations.

In 2023/24 funding was awarded to 35 projects within the main programme as well as the Community Support Fund. Grants ranged from m £2,200 to £168,690 in value. A total of 51,445 people were involved in, or benefited from funded initiatives and 4,696 of them were under 16 years old. 827 volunteers contributed 139,495 hours of volunteering time with a value of over £2.2m Match funding of over £875,000 brought into the city by Fairer Aberdeen funded organisations would be lost.

“Having less access to resources can mean that individuals fare worse on outcomes including health, housing, education or opportunities to work or train, and these negative outcomes can reinforce each other. Adversity in childhood can have life-long impacts, and growing up in poverty is associated with poorer educational attainment, employment prospects and health inequalities.”<sup>1</sup>

## 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?

Protected characteristic	Impact
Age	<p>51,445 young people supported by Fairer Aberdeen Funded projects in the 2023-24 period. This proposal will reduce and eventually stop opportunities for young people and may lead to negative mental health, lack of self-esteem and personal worth and resilience, reduced engagement with learning and activities, resilience, leading to economic inactivity and or involvement in criminal activities and anti-social and risk taking behaviour.</p> <p><b>Reduction or loss of safe spaces for young people, may result in young people becoming isolated or spending time in spaces and with people that do not support their needs.</b></p> <p><b>Reduction or loss of trusted adult/positive role models, young people may no longer feel listened to or have someone discuss issues and provide guidance.</b></p> <p><b>Reduction or loss of support with learning, homework, skills development, may result in young people's ability to realise their potential and secure positive destinations, leading to being economically inactive and creating demand on other services and budgets.</b></p> <p>Older people who access funded Aberdeen Care and Repair services would experience a loss or reduction in services, financial and practical assistance, removing or reducing their ability to live within their own home independently. Older people who access Silver City Surfers would have reduced or no longer be able to receive support or access to devices, limiting access to the increasing number of public bodies including Aberdeen City Council increasing moving to online provision.</p> <p><b>Reduction or loss of digital support and access, with older people who access these services digitally excluded.</b></p> <p><b>Reduction or loss of services that support older people's independence in their own homes, placing demand on care and crisis services.</b></p> <p>Early years children who access Geronimo- time to play and benefit from community pantries and access to services through community flats may experience inequality or outcomes across developmental milestones, including learning and health.</p> <p><b>Reduction or loss of provision to support early years children reaching their expected developmental milestones, this may limit life chances for the very youngest in the community.</b></p>

	<p>Older and younger people supported by CFINE , including many volunteers, would lose a vital lifeline for social interaction and support. The funding also enables services like the infant formula pathway for babies and young mothers.</p>
Disability	<p>People with sensory impairments who are supported by North East Sensory Services may remain, or become, unemployed. They may no longer receive the specialist support that is delivered via the Fairer Aberdeen Fund and, in particular, Deaf people who use British Sign Language as their first language would no longer have specialist support.</p> <p>People with disabilities who access the S.T.A.R (Seaton Taking Action for Regeneration) community project in Seaton, may no longer be able to access bespoke facilities, like their Chill Out Room. Community flats are a highly used space and resource for people with mental and physical health issues; losing access to local support would significantly reduce or stop opportunities for respite, information and access to other services, connection and wellbeing support, community capacity building.</p> <p>People with disabilities who access Aberdeen Foyer's REACH project may experience a reduction or loss of support with health problems, disabilities, mental health issues, or learning difficulties, access education, training, or work opportunities that are otherwise unavailable to individuals. People with disabilities rely on support from Home-Start Aberdeen volunteers so they can leave the house.</p> <p>People with disabilities who access CFINE as a volunteers and/or service users may experience a reduction in funding supports services like benefit applications and free CBT therapy, which are crucial for individuals with disabilities.</p> <p><b>Reduction or loss of staff to support volunteers may result in increased isolation and social connection for people with disabilities.</b></p> <p><b>Reduction or loss of support for people with disabilities to sustain or secure employment, may result in unemployment and create demand on other services and budgets.</b></p> <p><b>Reduction or loss staff and support for volunteers to provide safe community spaces and trusted relationships. This may limit the opportunity for individuals and communities to identify their own goals, engage in learning or bring about change or to access warm spaces and food. Leading to community fragmentation and limiting life chances for individuals.</b></p> <p><b>Reduction or loss of services that provide counselling and support mental health, this may limit recovery, negatively impact on individual life chances and create demand on other services and budgets.</b></p>
Gender reassignment	<p>CFINE is known for being an inclusive place where individuals undergoing gender reassignment can access support without judgment. The removal of funding would impact these individuals' access to essential services.</p> <p>For people who have gone through or are going through gender reassignment, the loss of safe community spaces and opportunities to form trusted relationships and sources of information and learning in their community would be limited through this proposal.</p>
Marriage and civil partnership	<p>No information is available relating to this protected characteristic.</p>

Pregnancy and maternity	<p>Women with early years children who access the Creative Learning Geronimo time to play sessions may no longer be able to access 1-2-1 or group play sessions to support their child's development and attachment and create opportunity for friendship and peer support.</p> <p><b>Reduction of loss of Home-Start Aberdeen's Fairer Aberdeen Fund funded work would have a disproportionate impact on people who are pregnant or those with young children on maternity leave. They would be without support to bond with their children, protect their own health and maintain their homes and finances.</b></p> <p><b>Reduction or loss of provision to support early years children reaching their expected developmental milestones, this may limit life chances for the very youngest in the community.</b></p> <p><b>Reduction or loss of opportunity to strengthen family relationships and attachment, this may lead to insecure emotional, social and cognitive development. Reduction or loss of opportunity for parents to connect with others in the same life stage, form friendships and peer support, this may exacerbate poor mental health and lead to loneliness and social isolation placing demand on other services and budgets.</b></p> <p>Families who access the infant formula pathway, an additionally funded initiative, may experience a reduction in service as Fairer Aberdeen Funded aspects of CFINE services are reduced or stopped.</p> <p><b>Reduction or loss of CFINE Fairer Aberdeen Fund funded work would have a knock-on impact to access to other funded services for families in crisis.</b></p>
Race	<p>The Fairer Aberdeen Fund supports some of the very few, perhaps only, projects delivering work around No Recourse to Public Funds (NRPF) in the City. Almost everyone experiencing (or at risk of) destitution linked to NRPF will be from a minority ethnic community, with the majority of people negatively impacted in the City being of African descent.</p> <p>A reduction in funding would include the end of the NRPF Tackling Destitution project (delivered by Grampian Regional Equality Council (GREC) and the No Recourse North East Partnership), which works to create the conditions in the City that avoid people with NRPF falling into destitution.</p> <p>This would include the end to free training for public and third sector organisations, the end of capacity building at a community level with a Lived Experience Group, and a significant decrease in capacity to address gaps in support for victims of gender-based violence, people seeking asylum and international students, among others.</p> <p>In addition, it would be impossible to maintain the only online resource in the North East on No Recourse to Public Funds (NRPF). Several projects, notably community flats, would no longer be able to support people with NRPF who are already experiencing destitution. These community spaces are also supporting a significant number of refugees and people seeking asylum (New Scots), who would also be disproportionately impacted by a cut to Fairer Aberdeen Fund.</p> <p>A cut to Fairer Aberdeen Funding would also lead to a decrease in activity that fosters positive community relations between those with and without protected characteristics; one of the three core equality duties placed on public bodies. One example are the integration opportunities that are supported at Station House Media Unit (shmu) via their Fairer Aberdeen Funded community radio, magazine and tv/film projects.</p>

	<p>Individuals and families from black and minority ethnic backgrounds, including asylum seekers and refugees who access Fairer Aberdeen funded CFINE services would experience a reduction and loss of services and access to food.</p> <p><b>Loss of the No Recourse to Public Funds group may lead to limited focus on this issue and lead to individuals who rely on this support to experience further destitution, inequality or opportunity across health, learning, integration and social connection and access to the most basic of needs.</b></p>
Religion or belief	The reduction or removal of funding would impact on many faith-based organisations who benefit from the food provided by CFINE.
Sex	<p>Women are another of the groups more likely to experience poverty and inequalities, particularly women who are single parents.</p> <p>In the period 2023-24, 237 women were engaged with and 33 new women encountered through street work patrols and referred to partner agencies. Support for women involved in prostitution were supported via Operation Begonia (a Fairer Aberdeen Fund project).</p> <p>Pathways domestic abuse counselling service, the only dedicated service in the North East, provides support to women who are or have been experiencing domestic abuse.</p> <p><b>Loss of services that support vulnerable women, this may limit the life chances and safety of women involved in prostitution.</b></p> <p><b>Reduction or loss of domestic abuse counselling may leave women who experience domestic abuse with reduced or no support to process their experience and progress.</b></p>
Sexual orientation	No information is available relating to sexual orientation, however the loss of safe community spaces and opportunities to form trusted relationships and sources of information and learning in their community would be limited through this proposal.

### 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?**

- [Fairer Aberdeen Fund Report 23/24](#)
- Previous Fairer Aberdeen Fund Reports can be accessed here: [Older Posts – Fairer Aberdeen Fund](#)
- Data provided by Fairer Aberdeen Fund organisations

This data provides information about the numbers of people who have benefited from Fairer Aberdeen Funded initiatives, as well as measures that show progress towards employment, building community capacity through volunteer support and progress made towards Local Outcome Improvement Plans across Economy, Children and Young People and Adults.

This data shows the range of services funded by the Fairer Aberdeen Fund, with services that directly meet the needs of those with protected characteristics, with targeted initiatives for young people, older people, projects that support integration of New Scots, organisations who support people with disabilities as well as services that are inclusive and with the aim of enabling poverty and deprivation.

Officers asked to share from their knowledge and experience how any reduction or loss of Fairer Aberdeen Funded services would affect those who benefit from the fund.

- Information provided by funded organisations through 6 monthly reports
- Funded organisations have come together collectively to gather impacts following the budget options being published.

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

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 included opportunities for partners and funded organisation to participate, this included individual meetings with partners and ACC officers to share and better understand impacts.

Impacts shared by partners previously have been considered as they remain relevant.

### **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.

61% of respondents indicated that the removal of Fairer Aberdeen Fund would have a negative impact, with 29% low impact, 17% high impact and 15% medium impact. Meanwhile, 39% of respondents reported no impact.

Comments included:

- Removal of funding for community initiatives has a massive impact on the employability support services which I think are critical to the future success of the local economy.
- Fairer Aberdeen Fund supports a huge range activities that help alleviate poverty in the city. The fund supports people back into work, food banks, skills development and citizen advice and creates a community within the Charities who deliver the funding. The City would be far poorer for cutting this investment.
- Fairer Aberdeen Fund provides support to some of the most vulnerable amongst Aberdeen - particularly for third sector organisations with little money coming in through other funding bids.



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)?

Impact	Mitigations
<p>All</p> <p><b>Age</b> Reduction or loss of safe spaces for young people, may result in young people becoming isolated or Age ACC youth work community provision Afterschool clubs spending time in spaces and people that do not support their needs.</p> <p>Reduction or loss of trusted adult/positive role models, young people may no longer feel listened to or have someone discuss issues and provide guidance.</p> <p>Reduction or loss of support with learning, homework, skills development, may result in young people's ability to realise their potential and secure positive destinations, leading to being economically inactive and creating demand on other services and budgets.</p> <p>Reduction or loss of digital support and access, with older people who access these services digitally excluded.</p> <p>Reduction or loss of services that support older people's independence in their own homes, placing demand on care and crisis services.</p> <p><b>Disability</b></p> <p>Reduction or loss of staff to support volunteers may result in increased isolation and social connection for people with disabilities.</p> <p>Reduction or loss of support for people with disabilities to sustain or secure employment, may</p>	<p>Other organisations could take on aspects of the work, however the third sector is already stretched, and statutory services may not have capacity to take on extra clients, particularly those with the highest needs and vulnerability. Alternative funding could be found, however ACVO have highlighted the increasingly challenging situation for third sector organisations in the current funding situation. There would be increasing demand on already overstretched statutory services, potentially leading to increased costs as early intervention and support for the most vulnerable and disadvantaged would be lost or reduced.</p> <p><b>Age</b></p> <p>ACC youth work community provision Afterschool clubs Education and Childrens Services School holiday 'in the city' provision</p> <p>Digital access is available via Aberdeen City Libraries Support with digital skills is available via ACC Adult Learning however there is already demand on this service.</p> <p><b>Disability</b></p> <p>Where organisations who are supported by Fairer Aberdeen Fund have a universal offer, this service and capacity may be prioritised based on reduced resources and increased demand.</p>



result in unemployment and create demand on other services and budgets.

Reduction or loss staff and support for volunteers to provide safe community spaces and trusted relationships. This may limit the opportunity for individuals and communities to identify their own goals, engage in learning or bring about change or to access warm spaces and food. Leading to community fragmentation and limiting life chances for individuals.

Reduction or loss of services that provide counselling and support mental health, this may limit recovery, negatively impact on individual life chances and create demand on other services and budgets.

### **Pregnancy and maternity**

Reduction or loss of Home-Start Aberdeen's FAF funded work would have a disproportionate impact on people who are pregnant or with young children on maternity leave. They would be without support to bond with their children, protect their own health and maintain their homes and finances.

Reduction or loss of provision to support early years children reaching their expected developmental milestones, this may limit life chances for the very youngest in the community.

Reduction or loss of opportunity to strengthen family relationships and attachment, this may lead to insecure emotional, social and cognitive development.

Reduction or loss of opportunity for parents to connect with others in the same life stage, form friendships and peer support, this may exacerbate poor mental health and lead to loneliness and social isolation placing demand on other services and budgets.

### **Race**

Loss of the No Recourse to Public Funds group may lead to limited focus on this issue and lead to individuals who rely on this support experiencing further destitution, inequality or opportunity across health, learning and access to the most basic of needs.

### **Sex**

Loss of services that support vulnerable women, this may limit the life chances and safety of women involved in prostitution. Reduction or loss of domestic abuse counselling may leave women who experience domestic abuse with reduced or no support to process their experience and progress.

Aberdeen Health and Social Care Partnership  
Social Work

Existing network of Warm Spaces across the city.

Access to Community Centres and Learning Centres

### **Pregnancy and maternity**

Health Workers  
Aberdeen Health and Social Care Partnership,  
Social Work

Access to Community Centres, Learning Centres and Libraries

ACC, Community Learning and Development Family Working, however there is already demand on this service.

ACC, Library and Information Service Bookbug sessions

Peep – Learn together programme Third sector early years provision across communities

### **Race**

ACC, Community Learning and Development - Adult Learning provide English for Speakers of other Languages (ESOL)

### **Sex**

ACC Domestic Abuse Team Grampian Women's Aid Aberdeen Cyrenians Domestic Abuse Support and Accommodation Project

<b>With mitigations in place, what is the new overall rating of the negative impact(s)?</b>	<b>High</b>	
	<b>Medium</b>	x
	<b>Low</b>	
	<b>Negative Impact Removed</b>	

### 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?

	<b>Negative</b>	<b>Neutral</b>	<b>Positive</b>
<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?

Removing or reducing this funding will lead to direct job losses in the third sector and the shutting down of vital services (such as food banks/pantries and financial advice) which support the most vulnerable people in our city. There would be an immediate and irreparable negative impact on communities and on the reputation of the sector who would be withdrawing from work in regeneration areas and SIMD zones. In addition, this funding allows organisations to access significant matched funding to run projects – all of this would be lost to the city. The Fairer Aberdeen Fund allows communities to build their own solutions to the problems they face.

A reduction or loss of Fairer Aberdeen Fund would have a hugely negatively impact on people already living in poverty. Firstly, it would have significant negative impact in terms of the support available to mitigate the impact of poverty, as highlighted by several organisations:

“Almost everyone we (Tillydrone Community Flat) support struggles with poverty on some level. Hunger, no gas or electricity, no way of washing clothes (we have laundry facilities), no access to phone or computers, losing support with accessing school meals and uniforms, and warm winter clothing grants. Social isolation would be hugely detrimental factor to those already battling loneliness and mental health issues. We provide a friendly place where people can hang out, have tea and coffee and someone to talk to.”

“Loss of emergency food, loss of emergency pet food, no access to phone for benefit issues or to phone utility companies if they don't have power. (S.T.A.R Flat)”

“Thousands of people would be worse off; economically, socially, environmentally by a cut to CFINE's Fairer Aberdeen funding. The fund contributes towards CFINE's FareShare operation in the city, redistributing surplus food that would otherwise go to waste for the benefit of >100 charities and community organisations, again who refer to this support as a lifeline for beneficiaries. If the fund was stopped, all of this support would cease, leaving thousands in a dire situation. As stated, stopping Fairer Aberdeen would result in the closure of CFINE's food bank, which distributed >35,000 emergency food parcels last year. This would be devastating for those disadvantaged individuals in desperate need, not just for food support, but for wrap-around services. A key service which would also close is CFINE's SAFE team, which generated c£1 million in financial gain for beneficiaries last year. This is money in people's pockets they would otherwise have struggled to access, or not be able to access at all.”

“At Mental Health Aberdeen we are already seeing clients who cannot afford to travel within Aberdeen City, to access our Hub. These areas are among the most deprived in Aberdeen, and currently clients can access free in-person or telephone counselling, in their locality. If funding to these services is cut there will be additional barriers to accessing free counselling, increasing levels of mental ill-health and potentially increasing rates of suicide....Those in poverty would have more difficulty accessing crisis grants, energy vouchers and food which our organisation supports.”

“At Citizens Advice Bureau We have begun to see clients who are being moved from legacy benefits onto Universal Credit (UC) via managed migration, and expect to assist large numbers of clients with this process in the coming months. We find that many clients in regeneration areas lack internet access and digital skills to enable them to undertake this themselves. In this case we support them to make a telephone claim for Universal Credit. We also support clients to manage and maintain their UC claims, for example help to report a change of circumstances or challenge a decision.”

Without the Fairer Aberdeen Fund there would also be a significant impact in terms of the opportunities and support available to help people get out of poverty. For example, there is a £2.2 million gain to individuals delivered by FAF projects, in terms of financial inclusion advice. In

addition, £1.9 million of affordable loans are distributed via a funded project (St Machar Credit Union).

“Pathways' job search service, by its nature, is supporting people living in poverty who are out of work and seeking to find work as well as people on low incomes looking to find better paid jobs, including delivering over 20 sessions per week in communities so that people living in poverty can easily access services.”

“We (Middlefield Community Project) allow young people to make informed choices and try and have some to the opportunities that more affluent parents can give to their children. The opportunity to use the internet and the computers for homework and even to keep in touch with friends.”

“Communities would have less of a voice, be less engaged and empowered, and in the long term this would lead to increased levels of poverty, apathy and disillusion, as well as poor mental and physical health” (shmu).

“Losing funding for Aberdeen Foyer learning programmes may have a severe impact on people living in poverty, as they may face multiple disadvantages and barriers to access and benefit from education. This includes reduced educational opportunities and outcomes. They may also face challenges such as food insecurity, poor housing, lack of basic necessities, and digital poverty that affect their learning and well-being. Losing funding for learning programmes may worsen these conditions and widen the gaps in attainment, employment, and earnings between them and their wealthier peers. It would also result in decreased health and well-being: People living in poverty may benefit from learning programmes that improve their health and wellbeing, such as physical activity, nutrition, mental health, and social inclusion.”

### 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?**

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This data provides information about the numbers of people who have benefited from Fairer Aberdeen Funded initiatives, as well as measures that show progress towards employment, building community capacity through volunteer support and progress made towards Local Outcome Improvement Plans across Economy, Children and Young People and Adults. This data shows the range of services funded by the Fairer Aberdeen Fund, with services that directly meet the needs of those experiencing poverty and deprivation, including those with protected characteristics to address inequality of outcomes; poorer skills and attainment, lower quality, less secure and lower paid work, greater chance of being a victim of crime, less chance of being treated with dignity and respect, lower healthy life expectancy.

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

- Officers asked to share from their knowledge and experience how any reduction or loss of Fairer Aberdeen Fund services would affect those who benefit from the fund.
- Information provided by funded organisations through 6 monthly reports
- Funded organisations have come together collectively to gather and share impacts following the budget options previously being published, these impacts remain relevant.

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This included opportunities for partners and funded organisation to participate, this included individual meetings with partners and ACC officers to share and better understand impacts.

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

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#### **Comments included:**

- **Removal of funding for community initiatives has a massive impact on the employability support services which I think are critical to the future success of the local economy.**
- **Fairer Aberdeen Fund supports a huge range activities that help alleviate poverty in the city. The fund supports people back into work, food banks, skills development and citizen advice and creates a community within the Charities who deliver the funding. The City would be far poorer for cutting this investment.**
- **Fairer Aberdeen Fund provides support to some of the most vulnerable amongst Aberdeen - particularly for third sector organisations with little money coming in through other funding bids.**

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?

<b>What can be done to remove or reduce any negative impacts of this policy (if applicable)?</b>		
<p>Other organisations could take on the work, however the third sector is already stretched and statutory services may not have capacity to take on extra clients, particularly those with the highest needs and vulnerability. Alternative funding could be found, however ACVO have highlighted the increasingly challenging situation for third sector organisations in the current funding situation. There would be increasing demand on already overstretched statutory services, potentially leading to increased costs as early intervention and support for the most vulnerable and disadvantaged would be lost or reduced. Other mitigations include:</p> <ul style="list-style-type: none"> <li>• Education and Children Services: including Pupil Equity Fund, Strategic Equity Fund and Family Wellbeing Funded initiatives in and around schools.</li> <li>• Social Work</li> <li>• Fit Like Family Wellbeing Hubs</li> <li>• Aberdeen Health and Social Care Partnership</li> <li>• Community Learning and Development including Community Centres and Learning Centres</li> <li>• Grant Funded Community Projects</li> <li>• Aberdeen City Libraries</li> <li>• ACC Financial Inclusion Team</li> </ul>		
<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?

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

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

<p><b>Young People:</b> The reduction or loss of safe spaces for young people may lead to increased isolation. Without these spaces, young people might spend time in environments that do not support their needs, potentially leading to negative mental health outcomes, lack of self-esteem, and engagement in risky behaviours.</p> <p><b>Older People:</b> Older individuals who rely on services like Aberdeen Care and Repair or Silver City Surfers may experience a reduction or loss of support. This could lead to increased isolation, digital exclusion, and a decreased ability to live independently.</p>
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**People with Disabilities:** The reduction or loss of support services for people with disabilities could result in increased isolation and social disconnection. This includes the loss of safe community spaces and trusted relationships, which are crucial for their well-being.

**Pregnant Women and Young Mothers:** The reduction or loss of support services for pregnant women and young mothers could lead to increased isolation and poor mental health. These services provide essential support for bonding with their children and maintaining their health and finances.

**People Undergoing Gender Reassignment:** The loss of inclusive spaces like CFINE, where individuals undergoing gender reassignment can access support without judgment, could lead to increased isolation and a lack of safe community spaces.

**General Community Impact:** The reduction or loss of Fairer Aberdeen Funded services could lead to increased isolation and social disconnection across various vulnerable groups, including those experiencing poverty and deprivation.

There are no individuals or small business who buys, uses or receives goods or services or could potentially do so, supplied through Fairer Aberdeen Funding, ACC.

#### 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:

ACC youth work community provision

Afterschool clubs

Education and Children's Services

School holiday 'in the city' provision

Digital access is available via Aberdeen City Libraries Support with digital skills is available via ACC

Adult Learning

Aberdeen Health and Social Care Partnership

Social Work

Existing network of Warm Spaces across the city.

Access to Community Centres and Learning Centres

Health Workers

ACC, Community Learning and Development

ACC, Library and Information Service Bookbug sessions

Peep – Learn together programme Third sector early years provision across communities

Where organisations who are supported by Fairer Aberdeen Fund have a universal offer, this service and capacity may be prioritised based on reduced resources and increased demand.

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 direct impacts positive or negative relating to human right for 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)?		
No negative impacts identified therefore nothing to mitigate		
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	

## 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>			
Article 12: respect for the views of the child		X	
Article 13: freedom of expression	X		
Article 14: freedom of thought, belief and religion		X	
Article 42: knowledge of rights		X	

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

Article 3: best interests of the child – FAF initiatives address inequality of opportunity associated with poverty and deprivation

Article 5: parental guidance and a child's evolving capacities – FAF provides opportunities through Home Start and Geronimo to contribute towards children meeting their developmental milestones and progressing skills and attainment.

Article 13: freedom of expression - Access to learning through community projects and flats and access to the learning and media offer through SHMU provides opportunity for empowerment and expression

Article 15: freedom of association - Access to Fairer Aberdeen Funded initiatives provided opportunities for children and young to connect on shared interest and progress and promote community agendas.

Article 27: adequate standard of living – Fairer Aberdeen Fund initiatives provide a range of support that enable families to access basic life provisions from food, benefits, saving and low cost loans.

Article 29: goals of education – Fairer Aberdeen Fund initiatives support learning and skills development for children and young people.

Article 31: leisure, play and culture – Fairer Aberdeen Fund initiatives provide access to opportunities and experience, removing cost barriers enabling equality or opportunity

Article 33: drug abuse – Fairer Aberdeen Fund initiatives provide health focused activities for young people and access to Drug and Alcohol assistance through Police Scotland's Operation Begonia for older young people.

Article 39: recovery from trauma and reintegration – Fairer Aberdeen Fund initiatives that support counselling for young people.

## 6.3 What mitigations can be put in place?

<b>What can be done to remove or reduce any negative impacts of this policy (if applicable)?</b>
--

Other organisations could take on the work, however the third sector is already stretched and statutory services may not have capacity to take on extra clients, particularly those with the highest needs and vulnerability. Alternative funding could be found, however ACVO have highlighted the increasingly challenging situation for third sector organisations in the current
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funding situation. There would be increasing demand on already overstretched statutory services, potentially leading to increased costs as early intervention and support for the most vulnerable and disadvantaged would be lost or reduced. Other mitigations include:

- Education and Children Services: including Pupil Equity Fund, Strategic Equity Fund and Family Wellbeing Funded initiatives in and around schools.
- Social Work
- Fit Like Family Wellbeing Hubs
- Aberdeen Health and Social Care Partnership
- Community Learning and Development including Community Centres and Learning Centres
- Creative Learning Child Rights
- Grant Funded Community Projects
- Aberdeen City Libraries
- ACC Financial Inclusion Team

If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains	
	Yes – negative impact reduced	x
	Yes - negative impact removed	

## 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?

No impacts identified through Fairer Aberdeen funded projects

### 7.3 What considerations have been made in reaching the above assessment?

<b>What internal or external data has been considered? What does this data tell us?</b>
n/a
<b>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.</b>
n/a

### 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>		
n/a		
<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

<b>Any further positive or negative impacts on individuals or groups that have been considered?</b>
<p>The Fairer Aberdeen Fund is managed and administered by a small team of Aberdeen City Council, Community Learning and Development Staff 1.5 FTE, who would be at risk of redeployment if there was a significant reduction or loss of the Fairer Aberdeen Fund.</p> <p>For some organisations, Fairer Aberdeen Fund being reduced and removed would mean they would very likely no longer exist.</p> <p><b>At least 56 staff members employed by Fairer Aberdeen Fund-funded organisations would be at risk and likely made redundant if the fund was removed.</b></p> <p><i>“We would close down. It really is that simple. Most funding is project specific and what we need is core funding which is very very hard to find. We could not continue without Fairer Aberdeen funding. We would quite literally close overnight” (Tillydrone Community Flat).</i></p> <p>For others it would make other projects and services unviable – a significant removal of core funding would result in other projects being unsustainable, as this example from <b>Pathways</b> highlights:</p> <p><i>“We use Fairer Aberdeen funding as a match on management costs and running, which in turn keeps the overall funding requested from other organisations as low as possible to make funding bids more attractive. As a result all our other services would be at risk. This includes Pathways' dedicated domestic abuse counselling service, which is the only service of its kind in the North East of Scotland.”</i></p> <p>Losing the services funded by Fairer Aberdeen would also have a huge impact on the support infrastructure within the City, meaning that pathways within and between organisations would be decimated.</p> <p><i>“The removal of Fairer Aberdeen Funding would result in <b>Community Food Initiatives North East (CFINE's)</b> food bank closing, stopping vital emergency food support for the most disadvantages individuals and families in the city. The food bank is often the first port of call</i></p>

*ahead of beneficiaries accessing wraparound support and onward referrals which tackle the underlying causes of food poverty, and its closure would exacerbate the serious knock-on problems being faced already by residents, including mental health.”*

CFINE's preventative approach, which aims to address root causes rather than just providing immediate relief, would be severely impacted. This includes linking people to employability services and providing holistic support to prevent crises. The removal of funding would have a broader economic impact, as CFINE and other Fairer Aberdeen funded projects bring in additional funding and partnerships that complement the Fair Aberdeen Fund. The loss of this funding would affect organisation's ability to leverage other resources.

Many organisations have highlighted the particular impact on young people that a cut would have. In terms of prevention and early intervention, it seems clear that a cut of FAF would be a negative step.

*“Many of the children we (**Befriend a Child**) work with do not have extra curriculum activities out with school so we would not be able to offer this opportunity to our Befriending and Mentoring programmes.”*

A cut to FAF would also have a particular impact on localities suffering some of the highest levels of deprivation in the City, including Woodside, Seaton and Tillydrone.

*“We could not provide the people in Seaton with the support that they need” (S.T.A.R. Flat)*

There would be a significant impact on financial inclusion advice and support in the City, with several organisations highlighting that such services, already in high demand, would be severely impacted.

*“We (**Aberdeen Care and Repair**) could no longer offer assistance with benefit checks, charitable funding or applying for benefits”.*

Finally, the removal of Fairer Aberdeen funding would have a ripple effect throughout the community, impacting not only direct beneficiaries but also other organisations that rely on support from the 35 project. For example, CFINE's support, includes the Fair Share operation which benefits 100 organisations across Aberdeen City.

#### **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.**

The mitigations provided in this Integrated Impact Assessment are generally universal statutory services and are already accessed by those who additionally access Fairer Aberdeen Funded initiatives.

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

The Fairer Aberdeen Fund will continue to be monitored with the current reporting measures in place, any reduction in offer to initiatives will likely see demand in other areas, and these will be monitored alongside any reduction in funds.

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

Other mitigations provided are where individual and/or community need is not addressed and may escalate creating demand on other services. Such as social work, Aberdeen Health and Social Care partnership, 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