

The purpose of an Integrated Impact Assessment is to evidence that Aberdeen City Council is meeting its legislative duties by assessing the potential impacts of its policies and decisions on different groups of people and the environment. The legislation considered within this assessment is:

- Section 2 [Equality Act 2010 protected characteristics](#)
- Section 3 [Socio-Economic](#)
- Section 4 [Consumer Duty](#)
- Section 5 [Human Rights](#)
- Section 6 [Children and Young People’s Rights](#)
- Section 7 [Environmental impacts](#)

The term ‘policy’ is used throughout this document and applies to policies, proposals, strategies, provision, criteria, functions, practice, budget savings and activities that includes delivery of our services.

1. About the Policy

1.1 Title
Reduce the level of dedicated (devoted)Trade Union facility time.
1.2 What does this policy seek to achieve?
The budget option relates to the reduction in devoted Trade Union facility time to one FTE per qualifying trade union, this is in line with the requirement within the FAIR agreement to regularly review the allocation and that the agreed allocation is advised to Trade Unions on an annual basis, based on organisational decision making. This would not require an amendment to the FAIR agreement.
1.3 Is this a strategic programme/proposal/decision?
No
1.4 Is this a new or existing policy?
Existing
1.5 Is this report going to a committee?
Yes
1.6 Committee name and date:
Council – 5 March 2025
1.7 Report no and / or Budget proposal number and / or Business Case reference number:
CR-09
1.8 Function and Cluster:
Corporate Services, People & Citizen Services

Impacts

Aberdeen City Council has a legal requirement as a public sector organisation to assess the impact of its work on equality groups and assess against human rights, children’s rights and our socio-economic duty. This is our Public Sector Equality Duty (PSED). The PSED has three key parts:

- Eliminate unlawful discrimination, harassment, victimisation or any other prohibited conduct.
- Advance equality of opportunity.
- Foster good relations by tackling prejudice, promoting understanding.

This following five sections in the Integrated Impact Assessment demonstrate that these considerations that have been made in the policy, that the impact of proposals made is understood and accepted, and what mitigating steps can be taken to reduce any negative impact of the policy.

2: Equality Act 2010 - Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. This section identifies what impact the policy may have on people with [protected characteristics](#).

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

Protected Characteristic	Negative			Neutral	Positive
	High	Medium	Low		
Age			X		
Disability			X		
Gender Reassignment			X		
Marriage and Civil Partnership			X		
Pregnancy and Maternity			X		
Race			X		
Religion or Belief			X		
Sex			X		
Sexual Orientation			X		

2.2 In what way will the policy impact people with these protected characteristics?

Facility time is the provision of paid or unpaid time off from an employee’s normal role to undertake trade union duties as a trade union representative. There is a statutory entitlement under the Trade Union and Labour Relations (Consolidation) Act 1992 to reasonable paid time off for undertaking union duties. As an employer Aberdeen City Council goes beyond this statutory position and has in place the Framework Agreement for Industrial Relations (FAIR) which was developed in accordance with the legislation and the ACAS Code of Practice on Time off for Trade Union Duties and Activities.

FAIR sets out in detail where and when time off for trade union duties is permissible and in addition provides for Devoted Trade Union Facility Time (DTUFT) which is where eligible Trade Unions (with the requisite membership levels) can elect / appoint an employee to become an officer bearer of the trade union to be released from their role on a secondment basis, for all or part of their time to devoted trade union duties. Whilst the proposal would reduce the level of devoted trade union facility time, i.e. the FTE arrangements dedicated fully to trade union activity, the provision for reasonable paid time off to undertake union duties would not be affected.

Employees who are Trade Union members are entitled to reasonable unpaid time off to take part in Union activities. Under section 10 of the Employment Relations Act 1999 an employee has a statutory right to be accompanied by a single fellow worker or trade union official at disciplinary or grievance hearings. Trade Unions also have a role in Health and Safety, as set out in the Safety Representatives and Safety Committees Regulations 1977.

In terms of Trade Union membership, data shows that this has been decreasing across the UK over the last few decades, from a total TU membership of around 11 million in 1990 to approximately 6 million by 2020. This

reduction in membership is reflected within our data.

This accords with our workforce data which shows a decrease in employees that are trade union member, from 4591 in 2014 to 1479 (17.75% of the workforce) as at January 2025. It should be noted however, that it is not possible to provide a full picture on trade union membership for our workforce as there are a number of ways that employees can pay trade union subscriptions, including via payroll or direct debit, and increasingly it is directly to the Trade Union via direct debit. Accordingly, the actual figure of trade union membership across the workforce is likely to be much higher than this, as this is purely recording employees who choose to pay their TU subscriptions via payroll deduction.

It should also be considered that recognised Trade Unions can reach collective agreements with the employer on behalf of all employees, and therefore the reach and impact of trade unions goes beyond only those who are trade union members.

Furthermore, employees may decide to join a trade union at any time, as is their right, and they should not be treated differently or disadvantaged either because they are or are not a trade union member. [Joining a trade union: Trade union membership: your employment rights - GOV.UK](#)

It is therefore most appropriate, when considering the potential impact of this budget option, to consider our workforce data as a whole, rather than seek to identify potential impacts based only upon the individuals identified as paying trade union subscription fees through our payroll – noting this is an incomplete and potentially misleading figure. It is also worth considering that it is not simply the proportion of our workforce that determines the impact, but the fact that trade unions would have the potential to support minority groups who may face discrimination or less favourable treatment in the workplace.

It is also helpful to utilise national data to understand particular trends with regards to trade union membership, whilst noting the above that any member of staff could seek to access trade union resources and support at any time. The 2024 publication Trade Union Membership Statistical Bulletin identifies that 22.4% of employees are trade union members across the UK workforce as a whole, however within the public sector trade union membership in 2023 (the most recent figures available) membership levels were reported as 49.2% of the workforce.

If this budget option is approved, and trade union facility time were reduced to 1FTE per recognised trade union, this would mean that Trade Unions would have to give consideration to how time is spent between attendance at corporate meetings (which may not all fall within the definition of trade union duties)/ representative time with employees.

If the budget option is approved, employees will still be able to access support from their Trade Union, and there are a range of alternative supports in place for employees. In terms of representation, employees can be accompanied by a colleague to formal meetings and hearings, as an alternative to a Trade Union official. Equally, the provision for reasonable time off to attend to trade union duties can be used by trade union representatives throughout the organisation.

Age

Younger workers are less likely to join trade unions compared to their older counterparts. This generational shift has contributed to the overall decline in membership, as older union members retire and fewer young workers take their place.

The Trade Union Membership Statistical Bulletin published by the Department for Business and Trade in May 2024 identified that trade union membership has a tendency to be higher in employees over the age of 35 than in those aged 34 and under [Trade Union membership 1995-2023: statistical bulletin](#), with membership levels ranging from the lowest level of 5.2% of employees aged between 16-24 being union members and the highest level of union membership being 39.4% of employees aged over 50. It could therefore be inferred that a reduction in devoted facility time would have a greater impact on older workers as they are more likely to be Trade Union member and as such, more likely to utilise support from a Trade Union representative. As of January 2021, the Council's age profile showed that 13.39% were under the age of 29; 47.05% were aged between 30 and 49 and 39.56% were 50+. There may be a potential impact upon those employees in the 30-49 age bracket

where, as detailed in the Trade Union Statistical Bulletin membership levels are higher than those younger workers and potentially an even greater impact for employees age 50+, where Trade Union membership is higher in older workers.

Trade Unions may support members from an age (and other inter-sectional protected characteristic) where there are employment related issues. It is difficult to precisely articulate the impact on the reduction of facility time on those currently supported.

Disability

There may be an impact on the level of trade union support for employees who are trade union members and they may need to access trade union support in alternative ways. The analysis referred to in the [Trade Union membership 1995-2023: statistical bulletin](#) identifies that 21.7% of trade union members identified as disabled compared to 17.6% of the total workforce identifying that they have a disability. As of January 2021, the Council workforce data showed 3.52% of employees identified as disabled (it should be noted that 39.41% of employees preferred not to answer this question). It could therefore be inferred that a reduction in devoted facility time would have a greater impact on workers with disabilities as they are more likely to be Trade Union member and as such, more likely to utilise support from a Trade Union representative.

Trade Unions may support members from a disability (and other inter-sectional protected characteristic) where there are employment related issues. It is difficult to precisely articulate the impact on the reduction of facility time on those currently supported.

Gender Reassignment

There may be an impact on the level of trade union support for employees who are trade union members and they may need to access trade union support in alternative ways. The [Trade Union membership 1995-2023: statistical bulletin](#) does not contain data on this protected characteristic and a [TUC Equality Audit in 2022](#) noted that there is no official data for LGBTQ+ Trade Union membership.

Trade Unions may support members from a gender reassignment (and other inter-sectional protected characteristic) where there are employment related issues. It is difficult to precisely articulate the impact on the reduction of facility time on those currently supported.

Marriage and Civil Partnership

There may be an impact on the level of trade union support and this may need to be accessed by members in a different way than currently. The [Trade Union membership 1995-2023: statistical bulletin](#) does not contain data on this protected characteristic. As of January 2021, the workforce data showed that 40.5% of employees were recorded as married/civil partnership so potentially there could be a disproportionate impact upon those married/civil partnership compared to those with a different marital status e.g. single (17.96%) or divorced (4.03%).

Trade Unions may support members from a marriage and civil partnership (and other inter-sectional protected characteristic) where there are employment related issues. It is difficult to precisely articulate the impact on the reduction of facility time on those currently supported.

Pregnancy and Maternity

There may be an impact on the level of trade union support for employees who are trade union members and they may need to access trade union support in alternative ways. The [Trade Union membership 1995-2023: statistical bulletin](#) does not contain data on this protected characteristic.

Trade Unions may support members from a pregnancy and maternity (and other inter-sectional protected characteristic) where there are employment related issues. It is difficult to precisely articulate the impact on the reduction of facility time on those currently supported.

Race

There may be an impact on the level of trade union support for employees who are trade union members and they may need to access trade union support in alternative ways. The analysis within the [Trade Union membership 1995-2023: statistical bulletin](#) referred to above identifies that trade union membership is highest

amongst UK born employees (23.9% being union members). In terms of ethnicity, trade union membership is highest in the Black/Black British ethnic groups (26.6% being trade union members), followed by the Mixed ethnic group (23.8%) . This has changed from the previous year when those with White ethnicity had the highest levels of trade union membership. The lowest level of union membership was recorded in the Asian or Asian British ethnic group, with 14.5% of employees in this group being union members. As of January 2021, the council workforce data shows that of those employees who answered this question, 70.4% were white (includes White Polish, eastern European, gypsy/traveller, Irish, British and Scottish) so white being the highest ethnicity in the workforce. The data shows that other ethnic groups such as Black, Asian, Caribbean, African, Mixed/Multiple as a smaller proportion of the workforce.

It could therefore be inferred that a reduction in devoted facility time would have a greater impact on workers from some ethnic minority groups, i.e. Black/Black British and Mixed, as they are more likely to be Trade Union member and as such, more likely to utilise support from a Trade Union representative.

Trade Unions may support members from a race (and other inter-sectional protected characteristic) where there are employment related issues. It is difficult to precisely articulate the impact on the reduction of facility time on those currently supported.

Religion or Belief

There may be an impact on the level of trade union support for employees who are trade union members and they may need to access trade union support in alternative ways. The [Trade Union membership 1995-2023: statistical bulletin](#) does not contain data on this protected characteristic.

Trade Unions may support members from a religion or belief (and other inter-sectional protected characteristic) where there are employment related issues. It is difficult to precisely articulate the impact on the reduction of facility time on those currently supported.

Sex

There may be an impact on the level of trade union support for employees who are trade union members and they may need to access trade union support in alternative ways. In 2023, trade union membership within female employees in the public sector was recorded as 51.1%, whilst for male employees within the public sector the figures was recorded as 45.8% as described in the [Trade Union membership 1995-2023: statistical bulletin](#). It could therefore be inferred that a reduction in devoted facility time would have a greater impact on female workers as they are more likely to be Trade Union member and as such, more likely to utilise support from a Trade Union representative. [As of January 2021, 70.14% of the workforce were female therefore, potentially this proposal may disproportionately impact female employees compared to male employees.](#)

Trade Unions may support members from a sex (and other inter-sectional protected characteristic) where there are employment related issues. It is difficult to precisely articulate the impact on the reduction of facility time on those currently supported based on trade union membership data, however our workforce data suggests that female employees may face a greater detriment than male employees given the proportion within the workforce.

Sexual Orientation

There may be an impact on the level of trade union support for employees who are trade union members and they may need to access trade union support in alternative ways. The [Trade Union membership 1995-2023: statistical bulletin](#) does not contain data on this protected characteristic and a [TUC Equality Audit in 2022](#) noted that there is no official data for LGBTQ+ Trade Union membership. As of January 2021, the Council workforce data showed, 59.64% of the workforce were heterosexual and only 2.14% were Gay, Bisexual or Lesbian however, 38.22% of the workforce did not complete/answer this question.

Trade Unions may support members from a sexual orientation (and other inter-sectional protected characteristic) where there are employment related issues. It is difficult to precisely articulate the impact on the reduction of facility time on those currently supported.

Impact on Trade Union reps who currently have Facility Time allocated

The total FTE allocated to facility time is c.10 FTE across 4 Trade Unions.

Should this option be approved, employees who are currently seconded to the trade unions under a facility time arrangement will have facility time hours reduced or their secondments will require to be brought to an end.

2.3 What considerations have been made in reaching the above assessment?

What internal or external data has been considered? What does this data tell us?

- Aberdeen City Council's Framework Agreement for Industrial Relations (FAIR) [TIME OFF FOR TRADE UNION DUTIES AND ACTIVITIES](#)
- Current level of ACC facility time as reported annually [Trade Union \(Facility Time Publication Requirements\) Reg 2017. April 2023- March 2024](#) | [Aberdeen City Council](#)
- The Trade Union Membership Statistical Bulletin May 2024 [Trade Union membership 1995-2023: statistical bulletin](#).
- Equalities and Trade Unions, from TUC
 - [Equality – from TUC Workplace Manual](#)
 - [TUC Equality Audit in 2022](#)
- The Council's workforce diversity data is available [here](#).

Within the Council's FAIR agreement, the current criteria for a trade union to qualify for DTUFT should be reviewed annually, following a meeting between each trade union and the Chief Officer – People & Citizen Services to discuss future DTUFT requirements and should be based on:

- a minimum critical mass of membership of 300 members
- the average time allocated by other Scottish Local Authorities for devoted trade union facility time
- an evaluation of the usage of facility time, based on the usage of facility time for trade union duties over the previous 12 month period

In respect of ii. above, consideration will be given to this as a benchmark, but it will need to be viewed against the local factors affecting the allocation of facility time allocated by each Local Authority within the benchmark sample.

The average time allocated for other Scottish Local Authorities is information that is not published data and is very difficult to gather. In practice the DTUFT allocated to a union has not been amended annually and has only been reviewed where there is a significant change in circumstances.

In addition, a benchmarking exercise has been undertaken with other Scottish local authorities to assess their approach to allocating facility time and confirmation of their DTUFT allocations, and the results demonstrate that our allocation is higher than the majority of other authorities who responded.

The budget option outlines an approach whereby devoted trade union facility time is reduced to the level of 1FTE for each eligible recognised Trade Union (currently Unison, Unite, GMB and EIS), and maintaining the 0.2FTE level for SSTA.

Considerations include that DTUFT allocations have been increased in previous years as a result of the implementation of the Target Operating Model, and to support the COVID pandemic. In addition, trade union membership levels continue to decrease across the workforce, and at the same time there are a number of alternative routes for employees to engage and be consulted on employment related matters, and to seek health and wellbeing support where this is required.

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

Informal discussions have taken place with trade unions in previous years when this option has been part of the budget setting process

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

This proposal will solely impact employees of Aberdeen City Council, including those employees currently seconded to trade unions on a facility time arrangement. When this option was previously presented to council, feedback from Trade Union members was provided that strongly opposed the option and outlined that they felt that current workloads were such that a reduction could not be managed. It is understood that nationally most trade unions promote the need for greater facility time.

Many trade unions promote the need for greater facility time on a national basis. They argue that adequate facility time is crucial for effective representation and the well-being of employees. Nationally, trade unions have been vocal about the importance of this provision.

Trade unions also highlight the positive impacts of facility time on employees with protected characteristics. Greater facility time allows union representatives to dedicate more resources to supporting these employees, ensuring that their specific needs are met and that they are protected from discrimination and harassment. This advocacy helps in creating a more inclusive and equitable workplace.

Trade unions actively promote the need for greater facility time on a national basis. They argue that adequate facility time not only benefits union members by providing effective representation but also contributes to healthier workplace environments and positive outcomes for employees, particularly those with protected characteristics.

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)?

Trade unions will continue to be recognised by Aberdeen City Council, and employees will continue have the option to join a trade union and be represented by a trade union representative under any Council policies should they choose. Likewise, the provision for reasonable paid time off to undertake union duties is not affected and therefore trade union representatives can utilise paid time off when they need to support employees across the organisation or attend any meetings to represent the workforce as a whole, for example at Corporate Health & Safety Committee.

A wide range of support relating to the type of issues that trade unions may provide support and advice on is available to all employees of the Council. This includes wellbeing support and support and guidance around Council policies and processes. [Policies for People Mental Health and Wellbeing A-Z Policies and Guidance](#)

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/)

3.1 What impact could this policy have on people who experience the following aspects of socio-economic disadvantage?

	Negative	Neutral	Positive
Low income – those who have insufficient earnings to meet basic needs, such as food, clothing, housing, or utilities.	x		
Low/ no wealth – those who have no savings for unexpected spend or provision for the future.	x		
Material deprivation – those who cannot afford or access goods or services that are considered essential or desirable for a decent quality of life, such as food, clothing, heating, transport, internet, cultural, recreational and social activities.	x		
Area deprivation – those who live in an area with poor living conditions, such as higher levels of crime, pollution, noise, congestion, or lack of infrastructure, amenities, or green spaces.	x		
Socio-economic background – social class, parents’ education, employment, income.	x		

3.2 In what way will the policy impact people experiencing socio-economic disadvantage?

Trade unions on occasion provide welfare support and advice to employees who are experiencing financial difficulties. There may be an impact on the level of trade union support for employees who are trade union members and they may need to access trade union support in alternative ways, should the decision be taken to reduce dedicated trade union facility time.

The Trade Union Membership Statistical Bulletin May 2024 identified the statistics below in relation to trade union membership across earning bands.

Employees that earn less than £250 per week and employees earning more than £1000 per week were less likely to be members of a trade union compared to those with middling incomes. The proportions of employees who were trade union members by weekly earnings in 2023 were:

- 10.9% of those earning less than £250
- 18.6% of those earning between £250 and £499
- 29.8% of those earning between £500 and £999
- 21.6% of those earning £1,000 and above

Source: [Trade Union membership 1995-2023: statistical bulletin](https://www.tu.org.uk/publications/statistical-bulletin/).

It is difficult to directly compare this with our own workforce data as it is based on weekly earnings, whereas our own workforce data is aligned to salary bands as a full time equivalent so, for example ‘lower earners’ might include those who are part time whereas our own workforce data would be adjusted to the full time equivalent rate – this is not clear within the bulletin. The bulletin does also note that UK wide, there was a higher proportion of trade union members amongst professional groupings with also education having high proportions of Trade Union membership. Therefore, it seems likely that the middle income findings are congruent with our own workforce, but it would not be possible to align the data relating to ‘lower earners’ with our own workforce data and as such, the impact on those experiencing socioeconomic disadvantage cannot be fully assessed.

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?
The Trade Union Membership Statistical Bulletin May 2024 Trade Union membership 1995-2023: statistical bulletin . The Council's workforce diversity data is available here
What consultation and engagement has been undertaken with officers and partner organisations?
A benchmarking exercise has been undertaken with a range of other local authorities to consider their approach to allocating devoted trade union facility time.
What consultation and engagement has been undertaken with people who may be impacted by this policy?
This proposal will solely impact employees of Aberdeen City Council who are trade union members, including those employees who are currently seconded to trade unions on a facility time arrangement.

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)?							
A wide range of financial advice and support is available to all employees of Aberdeen City Council via the Employee Benefits portal and from the Financial Inclusion team. Financial Wellbeing - Making Ends Meet Financial Wellbeing/In-Work Poverty Employees can access salary sacrifice employee benefit schemes and discounts at a range of retailers. Employee Benefits/Assistance Programme Employees who are Trade Union members would still be able to access any support and/or financial assistance packages that membership of that Trade Union may provide directly.							
If mitigations are in place, does this remove or reduce the negative impact?	<table border="1"> <tr> <td>No – negative impact remains</td> <td></td> </tr> <tr> <td>Yes – negative impact reduced</td> <td>x</td> </tr> <tr> <td>Yes - negative impact removed</td> <td></td> </tr> </table>	No – negative impact remains		Yes – negative impact reduced	x	Yes - negative impact removed	
No – negative impact remains							
Yes – negative impact reduced	x						
Yes - negative impact removed							

4: Consumer Impacts

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

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

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

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

	Negative	Neutral	Positive
Individuals	x		
Small businesses		x	

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

This proposal will solely impact employees of Aberdeen City Council, who are trade union members including those employees who are currently seconded to trade unions on a facility time arrangement. This means that employees who are trade union members would have less access to trade union support if the decision were taken to reduce dedicated trade union facility time and therefore, they may need to access support in alternative ways.

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)?

Trade unions will continue to be recognised by Aberdeen City Council, and employees will continue have the option to join a trade union and be represented by a trade union representative under any Council policies should they choose. Likewise, the provision for reasonable paid time off to undertake union duties is not affected and therefore all trade union representatives can utilise paid time off when they need to support employees across the organisation or attend any meetings to represent the workforce as a whole, for example at Corporate Health & Safety Committee.

There may be an impact on the level of trade union support for employees who are trade union members and they may need to access trade union support in alternative ways.

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	

5: Human Rights Impacts

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

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

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

5.1 What impact could this policy have on Human Rights?

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

5.2 In what way will the policy impact Human Rights?

No impact on human rights.

5.3 What mitigations can be put in place?

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

6: Children and Young People’s Rights Impacts

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

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

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

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

	Negative	Neutral	Positive
PROVISION			
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	
PROTECTION			
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	
PARTICIPATION			
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?

N/A

6.3 What mitigations can be put in place?

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

7: Environmental Impacts

Aberdeen City Council has a duty to meet its legal environmental responsibilities by working towards Net Zero emissions, adapting to climate change, and acting in a way it considers most sustainable. We must also fulfil the [biodiversity duty](#) and [sustainable procurement duty](#).

This section in the Integrated Impact Assessment demonstrates that these considerations that have been made in the policy, that the impact of proposals made is understood and accepted, and what mitigating steps can be taken to reduce any negative impact of the policy.

Use this guide to understand more on the legal climate change duty: [Climate change - gov.scot \(www.gov.scot\)](#) and find out more about how Aberdeen is adapting to Climate Change: [Aberdeen Adapts | Aberdeen City Council](#)

7.1 What is the impact of this policy on any of the below climate, environmental and waste considerations?

	Negative	Neutral	Positive
Council or City-wide carbon emissions		X	
Active and sustainable travel		X	
Facilities for local living		X	
Resilience and adaptability to flooding and weather events		X	
Biodiversity improvement and wildlife/habitat connectivity		X	
Water consumption and drainage		X	
Pollution (air, water, noise, light and land contamination)		X	
Impact on resource use and waste		X	
Sustainable procurement of goods and services		X	

7.2 In what way will the policy impact the environment?

N/A

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

What internal or external data has been considered? What does this data tell us?

N/A

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

N/A

7.4 What mitigations can be put in place?

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

N/A

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

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

8: Sign Off

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

It is appreciated that socio-economic disadvantage is often also linked with other factors than protected characteristics, such as being care-experienced, leaving the armed forces or having a history of offending, which means that these groups may also face challenges with employee voice at Aberdeen City Council if this option is accepted.

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

Yes, slightly due to employees with protected characteristics having less/no access to trade union representatives which may impact addressing any areas of underrepresentation (Employer EO1) and feeling fully valued, safe and included at work (Employer EO2).

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

No changes made.

Outline how the impact of policy will be monitored.

Timescales/availability of union representation for employee relations processes.
Timescales/availability of union representatives for consultation purposes.
Number of disputes being escalated to formal stages.

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

Essential cost reduction in staffing and maintenance budgets

Assessment Author	Lesley Strachan
Date	19/2/25
Chief Officer	Isla Newcombe
Date	25/02/25