

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

1.1 Title
Phased reduction in Sport Aberdeen funding Reduction in Aberdeen Sports Village funding Further reduce funding to sports organisations
1.2 What does this policy seek to achieve?
This would potentially mean that existing funding to Sport Aberdeen and Aberdeen Sports Village would be reduced, resulting in those organisations having to consider the range or services and facilities they provide. This option considers an efficiency saving for the Council.
1.3 Is this a strategic programme/proposal/decision?
Strategic
1.4 Is this a new or existing policy?
New
1.5 Is this report going to a committee?
Yes
1.6 Committee name and date:
Council Budget Meeting, March 2025
1.7 Report no and / or Budget proposal number and / or Business Case reference number:
C&PS06a C&PS06b New-142
1.8 Function and Cluster:
Commercial and Procurement Services, Corporate 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?

It is not known how it would specifically impact individuals, as the actual impact of reducing funding on individual sports organisations and the facilities they provide will be determined by the organisations themselves. It is reasonable to assess, with the scale of changes in funding that are proposed, across the 3 different options, that facilities will be affected and therefore an impact will be felt by people with protected characteristics.

If centres or facilities for classes run within those centres and facilities were reduced or stopped then reduced participation could be expected from all groups with protected characteristics, potentially bespoke facilities or classes provided to people with disabilities.

Depending on the decisions made by the organisations and the timing of those decisions, it may affect those with protected characteristics, however the Council does not have equalities data associated with the delivery of the individual services therefore cannot confidently confirm this.

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?

ALEO Review information (based on previous indicative figures):

Sport Aberdeen

- Provision of Discounted access – Low Income and Older Adults - Get Active for Less scheme ensuring that Aberdeen residents of any age on a wide range of benefits, received discounts on using facilities

including swimming, memberships and holiday camp bookings. While residents of Aberdeen, older than state pension age, receive discounts from swimming and memberships for example. Approximately 4,000 citizens benefit from these schemes.

- Sport and Active Communities team – develop and deliver programmes to support early intervention for groups facing inequalities including, older people, care experienced children & young people, poverty and low-income groups, carers and young carers, those with long-term health conditions and those with disabilities.
- Sport Aberdeen is committed to reducing barriers to participation and ensuring programmes are accessible to all, regardless of economic status. Subsidised services, Active schools, community sports hubs, equality diversity and inclusion programmes designed at increasing participation, snowboarding lessons for 12 schools, walk Aberdeen and Eat Well Live Active programmes.
- Disability and ASN focus means ASN and disability specific event and festival calendar being delivered annually in partnership with Active Schools and Scottish Disability Sport and ASN participation in adventurous activities through Adventure Aberdeen.
- Sport Aberdeen participates in this government-funded scheme to support people aged 25+ experiencing long-term unemployment (part of the No One Left Behind initiative)

Aberdeen Sports Village

- They work in partnership with Excellence and Equity Practitioners to break down barriers for preschool participation in sport pre-school children attending the Links Nursery with access to free activities each week at ASV.
- In collaboration with the business sector and local sports clubs, ASV introduced the ASV Energisers programme to local primary schools. The initiative providing free afterschool sport, food, heat, shower facilities and sports equipment (swimming costumes and goggles) to children from the local area.
- Disability table tennis: a shared session with ASV's adult table tennis group, this is open to all ages, including family members. Disability football: run in partnership with Hermes football club, the current initiative supports up to 20 adult participants each week, with additional junior sessions now being piloted. ASV hosts the local Parasport Festivals and sports-specific disability tasters and competitions, in conjunction with Scottish Disability Sport (SDS).
- Throughout the winter term, ASV liaised with the local primary schools within the St Machar cluster to introduce a pilot programme of offering free sporting activity during the school day (including facilities, transport and coaching) as part of the 'Home of Community Sport' initiative. Spring Term 2023: 391 children, 1,692 participations, in a variety of sports
- Summer Term 2023: 367 children, 1,782 participations, and learn to swim.
- In addition to the facilities, activities and centres that the organisations provide there is work that targets and is specific to those with protected characteristics, and those affected by socioeconomic factors.

With a reduction in funding and no alternative plans, then there is a high likelihood that some or all of the activities above may be reduced or removed, to focus on more income generating activities. This would impact on individuals of all ages, with disabilities and from a low income or more challenging socio-economic background or lifestyle.

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

Ongoing consultation has been had with the affected ALEOs to the Council as part of existing internal governance.

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 Phase 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 Phase 2, which took place throughout November 2024, the Council consulted on additional budget options, again focusing on the impact if implemented. The phase 2 consultation included budget options relating to the Aberdeen Health and Social Care Partnership.

There were 4278 responses across the four areas consulted on during part 1 of the online consultation and 1535 responses to part 2. Respondents had the option to indicate which protected characteristics would be affected.

Various approaches were offered to support participation. Throughout both phases, opportunities were offered for the public to attend face to face and digital sessions to discuss the proposals in more detail. There were 2 face to face sessions, including British Sign Language options and 4 digital sessions, with a total of 24 attendees.

Reduction in funding for Sports Aberdeen's budget: 85% of respondents believe reducing funding to Sport Aberdeen would have a negative impact: 11% reported a low impact, 16% medium, and 58% high. Meanwhile, 15% see no impact.

Reduction in funding to Aberdeen Sports Village: 77% of respondents said that reducing funding to Aberdeen Sports Village would negatively impact them with 18% low, 17% medium, and 42% high impact. Meanwhile, 23% reported no impact.

Further reduce funding to Sport Organisation: 88% of respondents reported further reduction in funding to Sport Organisations would have a negative impact: 15% reported a low impact, 19% medium, and 51% high. Meanwhile, 15% see no impact.

Summary on comments include:

- **Impact on Community Health:** Some respondents highlighted that reducing funding to ASV and Sports Aberdeen would negatively impact physical and mental health, especially for older adults, students and those with disabilities.
- **Affordability Concerns:** There is a concern that increased cost on reduced services would make sports facilities unaffordable for low-income families, retirees, and students.
- **Importance of Swimming Facilities:** Some comments emphasised the critical role of swimming facilities in teaching life-saving skills and maintaining health, with specific mentions of ASV.
- **Social and Community Benefits:** ASV and Sports Aberdeen are seen as community hubs that offer social interaction, reduce loneliness, and foster community spirit.
- **Impact on Children and Youth:** Cutting funding could limit opportunities for young people to engage in sports, potentially leading to increased antisocial behaviour and long term health issues.
- **Concerns about reduced operating hours:** respondents are worried that reduced operating hours would make it difficult for working individuals to access facilities, affecting the ability to maintain a healthy lifestyle.
- **Impact on Competitive Athletes:** Several comments noted that reduced funding would harm competitive athletes who rely on ASV for training, including those at national and international levels.
- **Economic Impact:** There is a belief that investing in cultural and sport facilities can attract tourists and boost the local economy, making cuts counterproductive.
- **Support for Disabled Individuals:** Some comments that ASV and Sport Aberdeen provides essential services for disabled individuals, helping them, maintain mobility and health.
- **Impact on Mental Health:** Many respondents emphasised that cuts to both sports and arts would negatively affect mental health, especially for those who rely on these activities for stress relief and social interaction.
- **Importance for Physical Health:** Sports facilities are seen as vital for maintaining physical health and preventing future health care cost, with many users noting the benefit of regular exercise.
- **Accessibility Issues:** Some commented that reduced funding may lead to increased cost, making sports and arts less accessible to low-income families and individuals.

- **Support for Vulnerable Group:** Some added that sports and arts programmes often provide essential services for vulnerable groups, including those with disability and the elderly.

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)?

Focus savings on avoiding impact on frontline service areas, facilities, centres, specialist or targeted programmes.

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

High	
Medium	X
Low	X
Negative Impact Removed	

3: Socio-Economic Impacts

Aberdeen City Council has a duty to reduce the inequalities of outcome that can arise from socio-economic disadvantage. This section is used to consider what impact the policy may have on people experiencing socio-economic disadvantage – and how any inequalities of outcome arising from the policy can be reduced.

Use this guide to understand more on socio-economic inequalities: [The Fairer Scotland Duty: Guidance for Public Bodies \(www.gov.scot\)](http://www.gov.scot)

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

	Negative	Neutral	Positive
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?

See 2.2 above The organisations would be determining actual impact of reduced funding as previously stated. Any staffing impacts could affect those who are in an employment or work relationship with these organisations. This impact could be financial and could impact those from lower socio-economic backgrounds.

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?

Data in relation to each ALEO has been worked through with them and considered. Operational metrics in relation to organisation staffing compliment and service provision.

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

Ongoing consultation has been had with the affected ALEOs to the Council as part of existing internal governance.

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

See 2.3 above

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)?

None

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

4: Consumer Impacts

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

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

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

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

	Negative	Neutral	Positive
Individuals	X		
Small businesses		X	

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

The impacts of the options may result in reduced service provision meaning less opportunities for the consumer. It may also result in an increase in fees and charges for services, meaning an increase in cost for the consumer, particularly impacting individuals, and potentially small businesses, in an environment where people are experiencing increased financial pressures.

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)?		
Consider reducing service provision, or increasing charges, in areas that have the least detrimental impact to those who are experiencing the most financial pressures.		
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: 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?

It will not impact 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?

The impact of reduced funding for sports organisations would potentially limit the right of the child and young people to access leisure and play. Examples of the impact is included in 2.2 above. Implementing this could reduce the opportunities that children and young people have to learn how to swim, play sports and to be taught, coached and limit access specialist instruction. It could also impact on the activities that are available during holiday periods as both Sport Aberdeen and Aberdeen Sports Village undertake work in conjunction with the Council to delivery opportunities for activity in recent years

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)?

A range of parks and open spaces across the city would provide a place for physical and sporting activities, although that could only provide a small proportion of the benefits that are currently delivered by the organisations, but having timetabled, professionally supported events and classes with a range of timetables. Other mitigations could be to fund in smaller scale smaller or more local organisations / community centres to promote and support activities for children and young people.

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	

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?

The budget options would not have an impact on the environment.

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

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

The data mentioned previously in the IIA has been considered. The options relate more to the provision on classes from existing facilities and would not impact the environment.

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.

See 2.3 above

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?

As external organisations they attract sponsorship, make grant funding applications and work in partnership with private and commercial entities that can provide the resources/funding to deliver opportunities that is perhaps different from the Council. This may provide specific targeted and/or one off opportunities with people or groups that may not be able to be access if funding ceases to be paid by the Council. There remains a negative impact on communities where the facilities and centres are located should they be closed. This has the potential for a wider community impact.

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

None.

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

No direct changes have been made as a result of the impact assessment.

Outline how the impact of policy will be monitored.

Impact will be monitored and regularly considered as part of the ongoing internal governance arrangements with our ALEOs.

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

There are remaining negative impacts but due to the overarching requirement to consider the options available to achieve savings and ensure the Council sets a balanced budget, a statutory requirement, then it should be considered to proceed.

Assessment Author	Craig Innes
Date	19/02/25
Chief Officer	Craig Innes
Date	19/02/25