

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
Resettlement Delivery Plan
1.2 What does this policy seek to achieve?
This Delivery Plan sets out the approach required to meet the needs of New Scots in the city for the next phase of resettlement in Aberdeen from 2025-27 with the aim of ensuring that a sustainable model of resettlement is established and that services are accessed through mainstream pathways once integration needs have been met.
1.3 Is this a strategic programme/proposal/decision?
Strategic
1.4 Is this a new or existing policy?
New Policy
1.5 Is this report going to a committee?
Yes
1.6 Committee name and date:
Communities, Housing and Public Protection 11 th March 2025
1.7 Report no and / or Budget proposal number and / or Business Case reference number:
F&C/25/050
1.8 Function and Cluster:
Housing, Families and Communities

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		
<u>Age</u>					X
<u>Disability</u>					X
<u>Gender Reassignment</u>					X
<u>Marriage and Civil Partnership</u>					X
<u>Pregnancy and Maternity</u>					X
<u>Race</u>					X
<u>Religion or Belief</u>					X
<u>Sex</u>					X
<u>Sexual Orientation</u>					X

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

This Plan demonstrates our alignment with the ethos and approach of the national New Scots Refugee Integration Strategy and aims to co-ordinate the shared endeavours and efforts of services and organisations committed to helping those who settle in the city, secure better long- term outcomes.

Our work takes account of the complexity faced by displaced individuals and families across the city and strives to ensure that impacts are positive for people.

This Delivery Plan has been developed through a social determinants lens, recognising the multiple and inter-sectional layers of disadvantage that can affect displaced populations. It also recognises that whilst the population share a similar range of issues unique to the traumatic circumstances of displacement, they are not a homogenous group and this Plan therefore aims to address those layered needs through a multi-service, whole family, whole place based approach.

Specific examples of helping those with protected characteristics include, supporting individuals who have arrived through a resettlement or asylum route to be reunited with their spouse/civil partner through the family reunification process and ensuring that services (statutory, third sector, community and faith) are wrapped around the family; and supporting those who have been persecuted in their home country due to their sexual orientation.

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?

An overview was conducted by the Health Determinants Research Collaboration Aberdeen (HDRCA) to summarise the health and social care experiences among individuals seeking asylum in high-income countries. (L. Ho, December 2023). This work contributed to the evidence base used as part of the asylum seekers' health needs assessment conducted by NHS Grampian. The recent 'Health Needs Assessment: The health needs of asylum seekers living in communal accommodation in NHS Grampian' (C. Morrison, December 2024), which has informed our Delivery plan actions.

Internal data has been sourced from Outcome Star assessments which are undertaken with every displaced household and identifies levels of need across domains. This data has supported our approach to develop specific Delivery Plan actions for different scheme recipients as the Outcome Star identifies patterns in levels of needs across cohorts.

Information and data regarding New Scots from the [New Scots Refugee Integration Strategy: 2024 - gov.scot](https://www.gov.scot) has informed the Delivery Plan.

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

The New Scots Integration Strategy to which this Delivery Plan aligns was approved by Council Leaders in February 2024.

This Plan has been presented to the Strategic Partnership Group, which has representatives from Aberdeen City Council, Health, Police Scotland and the Third Sector. Feedback was incorporated into the report.

This Plan has been presented to the Strategy Board and comments incorporated.

The development of the Plan was informed by engagement sessions with Resettlement Workers and Team Leaders based on their knowledge of the needs and experiences of displaced people as well as gaps in service provision which can act as a barrier to progress.

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

The Delivery Plan contains several personas from households of different compositions and who have come to the UK via different schemes who were happy to tell their story with a view to supporting the work of the Delivery Plan. The personas are people-focused and identify real life issues affecting those with whom we work.

Ongoing feedback about barriers to services and opportunities to improve life outcomes based on lived feedback is a key feature of our work and Resettlement Workers are encouraged to seek out this information and share it so as to inform future practice. For example, weekly drop-in sessions are held at the asylum hotels to better understand issues and concerns and hear suggestions for improved service delivery.

A meeting was held with the Ukrainian Society to identify specific actions from the Delivery Plan and the Society is keen to continue to support this work, for example, by surveying Ukraine Displaced People about their employment history and future ambitions to support the Delivery Plan actions about employment.

2.4 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?	
No negative impacts have been identified.	
With mitigations in place, what is the new overall rating of the negative impact(s)?	High
	Medium
	Low
	Negative Impact Removed

3: Socio-Economic Impacts

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

Use this guide to understand more on socio-economic inequalities: [The Fairer Scotland Duty: Guidance for Public Bodies \(www.gov.scot\)](https://www.gov.scot/publications/fairer-scotland-duty/guidance-for-public-bodies/pages/1-to-3.aspx)

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

	Negative	Neutral	Positive
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?

The Delivery Plan has a focus on social determinants and ensuring those with the highest levels of need, receive appropriate support to improve their life outcomes (Inc. benefit maximisation, language support, access to services, life-long learning) and that the potential within the displaced population to flourish, thrive and contribute to our society and economy is realised (bespoke employment support, language classes, addressing barriers to employment).

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?

An overview was conducted by the Health Determinants Research Collaboration Aberdeen (HDRCA) to summarise the health and social care experiences among individuals seeking asylum in high-income countries. (L. Ho, December 2023). This work contributed to the evidence base used as part of the asylum seekers’ health needs assessment conducted by NHS Grampian. The recent ‘Health Needs Assessment: The health needs of asylum seekers living in communal accommodation in NHS Grampian’ (C. Morrison, December 2024), which has informed our Delivery plan actions.

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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)?

No negative impacts have been identified.

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

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 Delivery Plan focuses on providing better quality service outcomes for displaced people who use public services.

The Plan considers access to public services, taking account of the Equality Outcomes 2021-25, ensuring that barriers to accessing and receiving services are removed. It also commits to a Lessons Learned exercise to understand better how local public services have responded to humanitarian crises and how we can better respond in the future.

Beyond local public services, the Plan commits to ensuring representation of community voices in feedback to UK Government and Scottish Government policy and strategic considerations as well as to participate in a UK Government review of costs to local authorities of participation in humanitarian protection schemes. Both of these actions will ensure consumer feedback on the provision of public services as well as an understanding of the cost impact, enabling future costs to be managed efficiently.

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)?	
No negative impacts have been identified.	
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

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?

Many of the customers of this Delivery Plan will have fled countries where their human rights have not been recognised. Through adherence to the Human Rights Act 1998 and domestic law, human rights will be protected.

Specifically, the Delivery Plan through the resettlement of those who are displaced and may be in fear of persecution, is contributing to their protection, their right to life (Article 2), their right to liberty and security (Article 5), freedom of thought, belief and religion (Article 9) and Protection from discrimination in respect of those rights and freedoms.

Staff adhere to the PANEL principles as a framework for applying a human rights-based approach in practice.

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 impact has been identified.

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?

Many of the children and young people within families fleeing war and conflict will have fled countries where their human rights have not been recognised. Through adherence to the Human Rights Act 1998 and domestic law, human rights will be protected.

Specifically, the Delivery Plan through the resettlement of children and young people who are displaced and may be in fear of persecution, is contributing to protecting their rights – providing services to overcome trauma, education places, providing safety and sanctuary through appropriate housing and supporting community integration. Some of our recipient households originate from minority groups, including the Hazaras, who have been persecuted and fled to the UK for safety and protection of their Human Rights.

Staff adhere to the PANEL principles as a framework for applying a human rights-based approach in practice.

6.3 What mitigations can be put in place?

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

No negative impacts have been identified.

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

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?

While this Delivery Plan does not impact the environment, there is increasing recognition of the interconnectedness of human rights and environmental sustainability.

Whilst neither the News Scots Integration Strategy, the Human Rights Act 1998, the ECHR or the UNCRC explicitly address environmental issues, the approach to sanctuary and protection can be interpreted to support the right to a healthy and safe environment. For instance, Article 24 of the UNCRC recognizes the right of the child to the enjoyment of the highest attainable standard of health and mandates that states take appropriate measures to combat disease and malnutrition. This can be extended to include environmental health, as clean air, water, and a safe environment are crucial for the well-being of children. In addition, climate change is increasingly becoming a reason for people to be displaced.

The Delivery Plan has been developed through a social determinants of health lens which recognises the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life, of which the environment and climate are key elements.

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?

An overview was conducted by the Health Determinants Research Collaboration Aberdeen (HDRCA) to summarise the health and social care experiences among individuals seeking asylum in high-income countries. (L. Ho, December 2023). This work contributed to the evidence base used as part of the asylum seekers' health needs assessment conducted by NHS Grampian. The recent 'Health Needs

Assessment: The health needs of asylum seekers living in communal accommodation in NHS Grampian' (C. Morrison, December 2024), which has informed our Delivery plan actions.

Internal data has been sourced from Outcome Star assessments which are undertaken with every displaced household and identifies levels of need across domains. This data has supported our approach to develop specific Delivery Plan actions for different scheme recipients as the Outcome Star identifies patterns in levels of needs across cohorts.

Information and data regarding New Scots from the [New Scots Refugee Integration Strategy: 2024 - gov.scot](#) has informed the Delivery Plan.

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.

There are no specific actions detailed within the plan that require consultation or engagement in this respect.

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)?

No negative impacts were identified.

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?
No further impacts have been identified.
Does the policy relate to the Council's Equality Outcomes? If yes, how.
The Plan relates to: Equality Outcomes 2021-25 (Service Provider EO2) – New Scots Outcome 1 Equality Outcomes 2021-25 (Education Authority EO2) – New Scots Outcome 1 Equality Outcomes 2021-25 (Service Provider EO1) – New Scots Outcome 2 Equality Outcomes 2012-25 (EO3) – New Scots Outcome 5
Overall summary of changes made to the policy as a result of impact assessment.
Ongoing engagement will continue to increase the contribution of service-users feedback. There are 3 specific changes which are being progressed – the surveying of the Ukrainian community regarding future employment capacity and understanding barriers to progress, the proactive seeking of access to more local community facilities to support integration activities and specific support for elderly displaced people.
Outline how the impact of policy will be monitored.
The Delivery Plan is under continual review via our performance measures to gauge progress and with an annual review also taking place.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
No negative impacts have been identified.

Assessment Author	Gill Strachan
Date	13/02/25
Chief Officer	Jacqui McKenzie
Date	26/02/25