

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

Children’s Services Board Annual Report 2024/25

1.2 What does this policy seek to achieve?

The Children’s Services Plan (agreed April 2023) presented an overview of outcome data known at the time of publication. Reviewing all available data supported the Community Planning Partnership to identify areas to be progressed over the period 2023-2026. This Annual report provides an overview of the work of the Children’s Services Board over the second year of delivering the Plan, and considers additional data published over the reporting period to determine the adequacy of the current Plan and consider any further areas that require focus from the Children’s Services Board. It is being proposed that Committee agree the need to continue to deliver on our agreed Plan for 2023- 26 (which was subject to an IIA at the time of writing) and also invest our time and energy in some additional areas which include:

The Plan put in place two years ago, with the additions made last year to focus on communities with a high prevalence of families living in SIMD 1, healthy weight and joining data sets continues to be relevant.

A number of key areas have been identified for further investigation to help inform the development of the next Local Outcome Improvement Plan (and associated Children’s Services Plan). They are to:

- better understand the factors which sustain household smoking behaviour and to consider what more might be done around the rise in premature births in some areas of the city as part of our Collaboration for Healthy Equity in Scotland (CHES).
- collaborate with Public Health colleagues to better understand the concerning emerging trend around hospital admissions due to asthma, and monitor the impact of the Low Emission Zone on these levels over time.

We require to initiate some work to address new vulnerabilities identified through this Annual Review. These are to:

- look in more detail at attendance at the primary 1 stage.
- give close attention to personal and social education programmes to ensure that our young people know how to keep themselves safe, particularly in relation to suicide.
- Health partners to better understand and address the barriers that can result in poor health outcomes for some groups and communities

Some work requires to be accelerated. This includes:

- planned work to improve transitions between child and adult services by making use of the GIRFE Toolkit developed as part of the national GIRFE pathfinder.
- Extending the reach of ABZ Works by supporting the implementation of the recommendations made following the review of Employability

1.3 Is this a strategic programme/proposal/decision?

Yes, proposal to continue to deliver the agreed plan; with a view to focussing on the additional areas identified above

1.4 Is this a new or existing policy?

This is an existing Plan, but additional areas of focus are being proposed for action following our review of data published over the year

1.5 Is this report going to a committee?

Yes

1.6 Committee name and date:

Education and Children's Services Committee – 29th April 2025

Anti-Poverty and Inequality Committee – 25th March 2025

1.7 Report no and / or Budget proposal number and / or Business Case reference number:

F&C/25/053

1.8 Function and cluster:

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		
Age					✓
Disability					✓
Gender Reassignment				✓	
Marriage and Civil Partnership				✓	
Pregnancy and Maternity				✓	
Race				✓	
Religion or Belief				✓	
Sex				✓	
Sexual Orientation				✓	

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

The Plan has been developed to help ensure that all children and young people fully realise their rights and full potential. This has been achieved by looking in detail at changes in trends across life stages and for different vulnerable groups. Taking this approach has shown that there is evidence of improvement across a number of outcome measures for those in Scottish Index of Multiple Deprivation (SIMD) 2 and 3. Whilst this is encouraging, there is a need to amend our working arrangements to take account of increased vulnerabilities in those living in communities serving high proportions of families living in SIMD1.

A key driver of our work is to improve accessibility and outcomes for those with ASN and Disabilities, improving access and accessibility to supports, services and environments. With a key focus on improving whole family supports and community hubs as well as supporting improved educational opportunities.

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?

A review of all published data has been undertaken to identify any changes following the comprehensive review of data undertaken a year ago for the Annual Report 2023/24. Particularly helpful sources have included the Scottish Public Health Shiny Apps site, Improvement Service

Community Planning Outcomes Tool, the Improvement Service Local Government Benchmarking data and the data gleaned.

The data tells us that delivery of our current plan is positively impacting families living in SIMD 2 and 3, There is still work required to close the gap to those living in SIMD1 and obesity that was identified last year.

The data also indicate a number of other emerging areas for development:

- **Air Pollution:** We need to be curious around air pollution and try to better understand why more children are presenting at hospital due to asthma.
- **Suicide:** We also need to look carefully at what more can be done to prevent suicide given concerning local trends.
- **Positive Destinations:** We need to initiate some work around positive destinations

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

The report has been developed by the Children’s Services Board (which comprises all Community Planning Partners) and the draft report has been shared with all Outcome Groups serving the Community Planning Partners for review prior to being finalised. All members of the Children’s Services Board have been asked to undertake engagement on the annual report within their respective services.

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

A stakeholder engagement process is being undertaken between 21st January to 7th of February.

The content of the report has also been informed by consultation with young people via Aberdeen Youth Movement

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-introduction.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.			✓
Low/ no wealth – those who have no savings for unexpected spend or provision for the future.			✓
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.			✓
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.			✓
Socio-economic background – social class, parents’ education, employment, income.			✓

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

The Annual Report includes the Aberdeen City Child Poverty Action Plan. Undertaking an annual review of the scale and impact of our work, in tandem with a review of outcome data by those more vulnerable to poverty, is helping us closely track the impact of interventions around child poverty more comprehensively.

There are some positive indications that more families are claiming their full entitlements, that there are less workless households and that we are faring reasonably well when comparing progress against our comparators.

But there is a need to continue to carefully target those groups recognised as most likely to be impacted by poverty, and to increase our knowledge and support of them whilst maintaining an awareness that the evidence may challenge our responses in areas, and for residents, falling out with historically understood need/priority. Our place-based approach to the development of our Future Libraries may offer a helpful context to explore some of the challenges facing families more fully.

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?

A review of all published data has been undertaken to identify any changes following the comprehensive review of data undertaken a year ago for the Annual Report 2023/24. Particularly helpful sources have included the Scottish Public Health Shiny Apps site, Improvement Service Community Planning Outcomes Tool, the Improvement Service Local Government Benchmarking data and the data gleaned:

- There are some positive indications that more families are claiming their full entitlements, that there are less workless households and that we are faring reasonably well when comparing progress against our comparators. However, we cannot be complacent as there continues to be significant evidence that long term outcomes are significantly impacted by poverty (as clearly evidenced through our earlier review of data by life stage) and that recent economic shocks have increased risk significantly.
- The disparity in outcomes at community level remains considerable. There is a need to carefully consider how services are delivered for and with those who need our support most.
- There is a need to understand the rise in claimant count in our 16 to 24 population better. NOMIS November 2024 data shows that there is a higher proportion of those aged 16 and 17 claiming locally compared to Scotland wide and UK wide data.
- There is also a need to work with our communities, as part of our Future Libraries model, to increase access to the supports they require in a way that is better suited to their needs and wants.
- Analysis of need as part of our work to develop our Future Libraries model has highlighted the very high proportion of citizens who feel socially isolated. There is a need to address this social isolation through our Future Libraries model and help citizens develop the agency they require to feel in control of their choices.

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

The report has been developed by the Children’s Services Board (which comprises all Community Planning Partner)s and the draft report has been shared with all Outcome Groups serving the Community Planning Partners for review prior to being finalised. All members of the Children’s Services Board have been asked to undertake engagement on the annual report within their respective services.

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

A stakeholder engagement process is being undertaken between 21st January to 7th of February.

The content of the report has also been informed by consultation with young people via Aberdeen Youth Movement

3.4 What mitigations can be put in place?

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

Not Applicable

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		✓	
Small businesses		✓	

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

The Annual Report will not directly impact Consumer Groups.

Opportunities for individuals businesses to engage with our improvement work is available through our community planning website and Responsible Business Network

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)?	
Not Applicable	
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		✓	
Article 4: Prohibition of slavery and forced labour		✓	
Article 5: Right to liberty and security		✓	
Article 6: Right to a fair trial		✓	
Article 7: No punishment without law		✓	
Article 8: Right to respect for private and family life, home and correspondence		✓	
Article 9: Freedom of thought, belief and religion		✓	
Article 10: Freedom of expression		✓	
Article 11: Freedom of assembly and association		✓	
Article 12: Right to marry and start a family		✓	
Article 14: Protection from discrimination in respect of these rights and freedoms		✓	
Article 1 of Protocol 1: Right to peaceful enjoyment of your property		✓	
Article 2 of Protocol 1: Right to education		✓	
Article 3 of Protocol 1: Right to participate in free elections		✓	

5.2 In what way will the policy impact Human Rights?

The recommendations in the annual report, in particular the need to review how we work with families living in SIMD 1, may positively impact on the human rights of parents and carers. This will require to be revisited as plans progress further and as co-design work with families is progressed.

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)?	
Not Applicable	
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).

There are 4 articles known as the “General Principles”. They help to interpret the other articles. They are:

1. Non-discrimination (Article 2)
2. Best interest of the child (Article 3)
3. Right to life survival and development (Article 6)
4. Right to be heard (Article 12)

For ease, the articles have been grouped in three categories to support assessments against the Convention, those most directly related to the **PROVISION** of services, those most directly related to the **PROTECTION** of children and young people, and those to encourage their active **PARTICIPATION in decision making**. 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			✓
Article 3: best interests of the child provision and protection			✓
Article 5: parental guidance and a child's evolving capacities		✓	
Article 16: right to privacy		✓	
Article 17: access to information from the media		✓	
Article 18: parental responsibilities and state assistance		✓	
Article 22: refugee children			✓
Article 23: children with a disability			✓
Article 24: health and health services			✓
Article 26: social security			✓
Article 27: adequate standard of living			✓
Article 28: right to education			✓
Article 29: goals of education			✓
Article 30: children from minority or indigenous groups			✓
Article 31: leisure, play and culture			✓
Article 39: recovery from trauma and reintegration			✓
Article 40: juvenile justice			✓
PROTECTION			
Article 6: life, survival and development			✓
Article 7: birth registration, name, nationality, care		✓	
Article 8: protection and preservation of identity		✓	
Article 9: Separation from parents		✓	
Article 10: family reunification protection			✓
Article 11: abduction and non-return of children		✓	
Article 15: freedom of association		✓	

Article 19: protection from violence, abuse and neglect			✓
Article 20: children unable to live with their family			✓
Article 21: adoption			✓
Article 25: review of treatment in care			✓
Article 33: drug abuse		✓	
Article 34: sexual exploitation		✓	
Article 35: abduction, sale and trafficking		✓	
Article 36: other forms of exploitation		✓	
Article 37: inhumane treatment and detention		✓	
Article 38: war and armed conflicts		✓	
Article 32: child labour		✓	
PARTICIPATION			
Article 12: respect for the views of the child			✓
Article 13: freedom of expression			✓
Article 14: freedom of thought, belief and religion		✓	
Article 42: knowledge of rights			✓

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

We continue to embed UNCRC throughout our work

We recognise the need to continue to amplify our collaboration with children and young people and ensure that there are effective mechanisms in place to support the meaningful empowerment and participation of children and young people. We have been working with our wider Community Planning Partnership to ensure that our Children and Young People can be involved as far as possible in our improvement work. Each of our Local Outcome Improvement Plan projects have identified where their work can and should engage children and young people and will continue to report on involvement. This has included the development of a youth engagement toolkit and a promotional material for young people to get involved

As a Board we have agreed to establish a shadow Board of young people to flag up areas of concern and recognise the need to utilise a broader range of mechanisms to help young people shape the next Children's Services Plan. Preparatory work has included developing a directory of Youth Groups representing different demographic groups to ensure both wide and targeted involvement. Shadow Board arrangements have been tested as we have developed this Annual Report and we will continue to refine arrangements to ensure that they are meaningful for young people.

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)?

Not Applicable

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		✓	
Active and sustainable travel		✓	
Facilities for local living		✓	
Resilience and adaptability to flooding and weather events		✓	
Biodiversity improvement and wildlife/habitat connectivity		✓	
Water consumption and drainage		✓	
Pollution (air, water, noise, light and land contamination)		✓	
Impact on resource use and waste		✓	
Sustainable procurement of goods and services		✓	

7.2 In what way will the policy impact the environment?

The finding and actions of the Annual Report are unlikely to impact on the environment.

Though we will be looking more deeply into the potential impact of air pollution in the increased number of children presenting with asthma

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?

A review of all published data has been undertaken to identify any changes following the comprehensive review of data undertaken a year ago for the Annual Report 2023/24.

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.

A stakeholder engagement process is being undertaken between 21st January to 7th of February.

The content of the report has also been informed by consultation with young people via Aberdeen Youth Movement

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)?

Not applicable

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?

There is a need to carefully focus on those we have corporate parenting responsibility for. The vast majority of care experienced young people live in SIMD 1, but it will be important to track the impact of changes on CEYP as a distinct group

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

The Annual Report aims to ensure that equality outcomes can be met through our work, by supporting key groups of young people and their families to achieve equal outcomes

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

There will be a need to take a co-design approach with families, and a need to track the impact of any changes to ensure that there are no unintended consequences.

Outline how the impact of policy will be monitored.

Data for particular groups will be routinely monitored to ensure that we take an agile and evidence based approach. A further annual review will be undertaken in 2025.

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

No, but on-going monitoring of data trends will be important

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