

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

UK Shared Prosperity Fund (UKSPF)

1.2 What does this policy seek to achieve?

The UK government’s Autumn Budget announced a further £900 million of funding for local investment by March 2026. All areas of the UK are receiving a further allocation of the UK Shared Prosperity Fund (UKSPF). This will help places take advantage of the Fund’s flexibility and plan now for delivery from April 2025. The Aberdeen City Council area received an allocation of £2,346,857 for a one year extension period.

The March 2025 report to F&R seeks the Committee’s approval for the proposed allocation of grant funding for:

UKSPF Local Business Support

Up to £359,000 for the Business Support Grant schemes (Aberdeen City Council);

Up to £49,000 for the Digital Skills Programme (Aberdeen City Council in partnership with Business Gateway);

Up to £100,000 for the Tall Ships Event Site Business Opportunities (Aberdeen City Council).

UKSPF People and Skills

Up to £11,000 for the Healthy Minds Project (Aberdeen City Council);

Up to £30,000 for the Aberdeen Creative Industries Skills Development Initiative (Aberdeen City Council);

Up to £10,000 for the Tall Ships – Young Person Development and Employability Project (Aberdeen City Council);

Up to £73,315 for the Paid Work Placement Initiative (Aberdeen City Council);

Up to £30,000 for the HMP Grampian Project (Aberdeen City Council);

Up to £85,740 for the Green Skills Project (Aberdeen City Council);

Up to £120,000 for the People in Recovery Project (Aberdeen City Council);

Up to £161,325 for the Life Skills Project (Aberdeen City Council).

1.3 Is this a strategic programme/proposal/decision?

Yes

1.4 Is this a new or existing policy?

Existing Policy (Fund). Prior Integrated Impact Assessment for grant allocation [UK Shared Prosperity Fund UKSPF - IIA - 2024.pdf \(aberdeencity.gov.uk\)](#)

1.5 Is this report going to a committee?

Yes

1.6 Committee name and date:

Finances and Resources Committee – 26th March 2025

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

CR&E/25/064

1.8 Function and cluster:

City Regeneration and Environment – City Development & Regeneration

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?

The proposed UKSPF Local Business Support projects don’t directly target protected characteristics, however by providing new business development opportunities accessible to all, Business Support Grant schemes contribute positively to the broader inclusivity and support of individuals from protected characteristic groups. This approach ensures that everyone, regardless of their background, benefits from economic growth and opportunities.

The Digital Skills Programme designed for SMEs and sole traders, reduces digital exclusion and making sure that all individuals, regardless of their background can compete in the modern economy. By providing targeted training and guidance, it supports inclusive growth, economic resilience, and equal opportunities for all business owners.

The Tall Ships Event Site Business Opportunities project, may not support protected characteristics directly, but by removing financial and logistics barriers, the initiative ensures that all involved businesses can benefit from Tall Ships 2025 equally. It promotes economic diversity, inclusivity, and making the event more welcoming to vendors and visitors.

The proposed UKSPF People and Skills projects directly target inactive adults (25+) through the paid work placement programme, supports young people from disadvantaged areas through the Tall Ships Young Person Development and Employability project. The Green Skills training provision targets all city residents of all working ages and provisions.

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?
The impact of the UK Shared Prosperity Fund was carefully assessed, taking into account lessons learned and outcomes from previous projects. Reviewing the successes and challenges of past initiatives has provided valuable insights into the most effective ways to enhance accessibility and support these groups. The applications received in this round have a strong focus on business support and boosting local economy. This approach ensures that the fund's allocations are not only evidence-based but also aligned with proven strategies that promote inclusivity and equal opportunity for all citizens.
What consultation and engagement has been undertaken with officers and partner organisations?
The impact of the UK Shared Prosperity Fund is being assessed using reports from previously funded organisations. They have submitted project evaluations and kept communication open, allowing us to monitor funding effectiveness and the achievement of key milestones. Through strategic discussions with officers and partner organisations, lessons from past projects are being integrated into future planning. This ensures that the funds are directed towards initiatives with a proven track record of enhancing accessibility and supporting specific needs.
What consultation and engagement has been undertaken with people who may be impacted by this policy?
Funded organisations gather first-hand accounts, which have been vital in understanding real life experiences.

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)?		
There are no negative impacts identified.		
With mitigations in place, what is the new overall rating of the negative impact(s)?	High	N/A
	Medium	N/A
	Low	N/A
	Negative Impact Removed	N/A

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

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

The UK Shared Prosperity Fund Local Business Support could have positive effects on the identified groups for the following reasons:

Low income / income poverty:

Business Support Grant schemes may assist unemployed or low-income individuals with the transition into self-employment, reducing financial barriers for those who may not have access to personal capital or loans.

The Digital Skills Programme helps small businesses reduce operational costs, making them more financially sustainable. By offering free training, it supports business owners who may lack the financial means to invest in their digital skills. This program can also contribute to job creation, enabling individuals to work remotely or start their own online businesses.

The Tall Ships Business Opportunities project is reducing financial barriers for businesses to trade at the high-profile event. It provides new income opportunities for local entrepreneurs and short-term employment linked to the event.

The People in Recovery project will help those people in recovery from substance abuse by issuing an Aberdeen gift card to enable those in need to purchase interview clothes, work clothes and equipment.

Low and/or no wealth:

Business Support Grant schemes can enable businesses to expand, promoting long-term financial security, building assets like equipment, digital tools etc

The Digital Skills Programme enables small businesses to expand online, reaching a wider customer base and improving financial stability. It provides access to digital tools to those with no financial reserves for business development, like website improvements, online marketing and cybersecurity.

The Tall Ships Business Opportunities offer vendors subsidised infrastructure, ensuring that all businesses, regardless of financial means, can benefit from the economic boost created by the event.

Material deprivation:

Business Support Grant schemes by funding equipment and infrastructure, helping businesses to adapt to changing market conditions, reducing closures and financial hardship.

The paid work placement project targets those furthest from the labour market and facing barriers to employment.

Area deprivation:

Business Support Grant schemes encourage business start-ups in economically deprived areas, supporting local job creation and regeneration.

The Digital Skills Programme encourages all businesses to get involve in digital transformation, reducing reliance on footfall and physical location, and accessing wider online markets.

The Tall Ships young person development and employability helps young people from disadvantaged communities in Aberdeen transition into the workforce successfully following the traineeships.

Socio-economic background:

Business Support Grant schemes provide equal access to funding to individuals from all backgrounds and underrepresented groups, enabling financial independence, build sustainable enterprises and contribute to long-term economic resilience.

The Digital Skills Programme promotes entrepreneurship and growth by providing access to digital skills and resources to establish sustainable businesses. The programme contributes to economic resilience, poverty reduction, and regional equality.

Green Skills training enables people to upskill and reskill to enable them to transfer from oil and gas roles, or to enter the renewables workforce and wider green jobs.

HMP Grampian vocational courses helps prisoners to build skills and confidence to support them back into the workforce on release from custody.

Paid work placements for economically inactive adults (age 25+) aims to sustain employment while other completers gain skills, knowledge, and build CVs, and are better prepared and placed to enter the workforce.

People in Recovery supports people in recovery from substance use to progress towards education, training and employment.

The Aberdeen Creative Industries Skills Development Initiative aims to identify and address the skills needs required to support growth ambitions and increase employment within the creative industries sector in Aberdeen.

Healthy Minds – Skills Development helps patients within the Blair Unit who often have poor education experiences due to mental illness.

Skills for Life helps Asylum seekers in Aberdeen City prepare for life in the UK and develop skills to access relevant services and to integrate to life in their local communities and be active participants in society. The project also supports Gypsy Travellers at Clinterty develop new skills around literacy and digital.

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?

We have carefully reviewed data from past funded projects, UKSPF guidelines, socio-economic research, and stakeholder feedback to assess the impact of the UK Shared Prosperity Fund. This data highlights the fund's potential to have a positive influence on low-income groups, wealth creation, and area deprivation through targeted interventions.

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

The consultation and engagement process with officers and partner organisations for the UK Shared Prosperity Fund has been extensive. It involved in-depth dialogues with those responsible for project delivery and implementation. These discussions have provided valuable insights, enabling a deep understanding of the needs and challenges within the communities being served.

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

To ensure the UK Shared Prosperity Fund is in line with its goals, we conduct ongoing monitoring with funded organisations to gather insights into the experiences and perspectives of those affected by the approved projects.

3.4 What mitigations can be put in place?

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

There are no negative impacts identified.

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

No – negative impact remains	N/A
Yes – negative impact reduced	N/A
Yes - negative impact removed	N/A

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.pdf](#)

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

	Negative	Neutral	Positive
Individuals			P
Small businesses			P

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

Individuals

1. Employment and Skills development – improving employability by providing various training, work experience and personal development opportunities. Aberdeen Creative Industries Skills Development Initiative and Tall Ship – Young Person Development and Employability project will enhance career pathways, especially for young people and those interested in creative sectors.
2. Healthy Mind project and People in Recovery project targeting mental health and support services for vulnerable individual, helping them to enter employment.

The focus on life skills and employability means that individuals facing barriers to employment will have easier and structured support to integrate into society.

Small Businesses

1. Direct financial support through Business Support Grant Schemes – contributing to improving growth, financial resilience and sustainability.
2. Digital Skills Programme – focus on small businesses improved productivity and competitiveness by adapting new technologies.
3. Business Growth – Tall Ships will open up new revenue streams for local businesses through increased tourism and event related trade.

Proposed programmes – grants and free training reduce barriers for businesses, allowing them to become more sustainable and equipped for the ever-changing markets and customer’s needs.

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)?

There are no negative impacts identified.

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

No – negative impact remains	N/A
Yes – negative impact reduced	N/A
Yes - negative impact removed	N/A

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

5.2 In what way will the policy impact Human Rights?

The UK Shared Prosperity Fund primarily focuses on economic development and reducing inequalities between communities, rather than directly impacting 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)?

There are no negative impacts identified.

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

No – negative impact remains

N/A

Yes – negative impact reduced

N/A

Yes - negative impact removed

N/A

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			P
Article 3: best interests of the child provision and protection		N	
Article 5: parental guidance and a child's evolving capacities			P
Article 16: right to privacy		N	
Article 17: access to information from the media		N	
Article 18: parental responsibilities and state assistance		N	
Article 22: refugee children		N	
Article 23: children with a disability		N	
Article 24: health and health services		N	
Article 26: social security		N	
Article 27: adequate standard of living		N	
Article 28: right to education		N	
Article 29: goals of education		N	
Article 30: children from minority or indigenous groups		N	
Article 31: leisure, play and culture			P
Article 39: recovery from trauma and reintegration		N	
Article 40: juvenile justice		N	
PROTECTION			
Article 6: life, survival and development		N	
Article 7: birth registration, name, nationality, care		N	
Article 8: protection and preservation of identity		N	
Article 9: Separation from parents		N	
Article 10: family reunification protection		N	
Article 11: abduction and non-return of children		N	
Article 15: freedom of association		N	
Article 19: protection from violence, abuse and neglect		N	
Article 20: children unable to live with their family		N	

Article 21: adoption		N	
Article 25: review of treatment in care		N	
Article 33: drug abuse		N	
Article 34: sexual exploitation		N	
Article 35: abduction, sale and trafficking		N	
Article 36: other forms of exploitation		N	
Article 37: inhumane treatment and detention		N	
Article 38: war and armed conflicts		N	
Article 32: child labour		N	
PARTICIPATION			
Article 12: respect for the views of the child		N	
Article 13: freedom of expression		N	
Article 14: freedom of thought, belief and religion		N	
Article 42: knowledge of rights		N	

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

The UK Shared Prosperity Fund could impact the rights of children and young people as follows:

Non-discrimination (Article 2): By promoting equal opportunities and reducing socio-economic disparities, UKSPF can help ensure that all children and young people have fair access to resources and services, regardless of their background.

Parental guidance and a child's evolving capacities (Article 5): Investments in educational and supportive services can empower parents and guardians to provide better guidance, while also respecting the growing competencies of young people.

Leisure, play, and culture (Article 31): Encouraging projects that create safe spaces for leisure and cultural activities can help fulfil children's rights to rest, leisure, and participation in cultural life.

UKSPF's impact on these rights will depend on the specific design and implementation of funded projects, ensuring they are child-centric and inclusive in nature.

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)?

There are no negative impacts identified.

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

No – negative impact remains

N/A

Yes – negative impact reduced

N/A

Yes - negative impact removed

N/A

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

7.2 In what way will the policy impact the environment?

Proposals have little to no direct environmental impact, except for the Green Skills project, which could have a positive effect by promoting sustainability related employment.

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)?		
There are no negative impacts identified.		
If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains	N/A
	Yes – negative impact reduced	N/A
	Yes - negative impact removed	N/A

8: Sign Off

Any further positive or negative impacts on individuals or groups that have been considered?
All positive impacts have been included and elaborated on above.
Does the policy relate to the Council's Equality Outcomes? If yes, how:
Presented proposals strongly align with Council's Equality Outcomes, by supporting employment, skills development, business support, mental health and social inclusion.
Overall summary of changes made to the policy as a result of impact assessment.
No changes have been made to the UK Shared Prosperity Fund as a result of the impact assessment. The current strategies and allocations remain as originally outlined, with the fund's implementation continuing as planned.
Outline how the impact of policy will be monitored.
The UK Shared Prosperity Fund will be continuously monitored and is set to end in March 2026. Furthermore, thorough evaluations of all projects funded under UKSPF will be carried out to assess their success and impact, influencing decisions about future investments.
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.

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Date	25/02/2025
Chief Officer	Julie Wood
Date	18/03/2025