



Integrated Impact Assessment

The purpose of Aberdeen City Council is to protect the people and the place of Aberdeen from harm, enabling them to prosper and supporting them in the event of harm happening.

The purpose of an Integrated Impact Assessment is to evidence that Aberdeen City Council are making decisions in an informed way, and that the impact of decisions made is understood and accepted. The legislation that is considered within this assessment are:

- Section 2 [Equality Act 2010 protected characteristics](#)
- Section 3 [Socio-Economic](#)
- Section 4 [Human Rights](#)
- Section 5 [Children and Young People's Rights](#)

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

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|--|
| 1.1 Title |
| Christmas Village Feedback |
| 1.2 What does this policy seek to achieve? |
| Provision of a Christmas Village for Aberdeen including festive food and beverage, rides and attractions and a local makers market. In addition, the event includes additional activation and lighting in Union Terrace Gardens. This takes place annually for 6/7 weeks from mid-November until end-December. |
| 1.3 Is this a new or existing policy? |
| Existing Policy |
| 1.4 Is this report going to a committee? |
| Yes |
| 1.5 Committee name and date: |
| Finances and Resources Committee – 26 th March 2025 |
| 1.6 Report no and / or Budget proposal number and / or Business Case reference number: |
| CR&E/25/069 |

Impacts

This section demonstrates the considerations that have been made in relation to the policy - and that the impact of proposals made is understood and accepted.

2: Equality Act 2010 - Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. This section identifies the [protected characteristics](#) that the policy potentially affects and records the impact and mitigating steps.

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

| Protected Characteristic | What is the impact? | | | | |
|--|---------------------|--------|-----|---------|----------|
| | 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 Christmas Village provides an annual attraction in the centre of Aberdeen which can be accessed at a basic level for free, with additional options to make purchases.

Age:

The market element of the event is delivered in partnership with local charity Charlie House who retain all profits from market stall allocation. This was in excess of £32k. This money is directed to their charitable activities, including helping children who have life-threatening illnesses.

The demographic of attendees is primarily families with young children, providing additional activity in the winter months. For older people the event has been made accessible by providing flat, walkable surfaces, plentiful seating and ramped access where appropriate.

Disability:

The Village operator has worked with WeToo to provide quiet times for neurodiverse people, and ensured accessibility across the operations at all times, including guided sessions and packs to mitigate being in large crowds.

Religion or belief:

The event forms part of the Council's Christmas festivities. While this is the more commercial aspect it is programmed alongside carol services, nativity scene and dedication service (with Aberdeen Churches Together) and forms part of the city's celebration of the Christmas season.

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?

Feedback from the operator and the evaluation report from Aberdeen Chamber of Commerce.

This tells us that women with children are the core demographic, that satisfaction with the event is rising, and that people find the event site to be a safe environment.

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

Event Evaluation – independent from Aberdeen & Grampian Chamber of Commerce

Debrief with operator John Codona Pleasure Fairs, Ltd

Debrief with partner Aberdeen Inspired

Debrief with officers from the City Events Team
Feedback from the project team at Charlie House

What consultation and engagement and has been undertaken with people who may be impacted by this policy (e.g. citizens, community groups, or other people/groups)?

The event evaluation engaged with Christmas Village visitors, businesses participating in the event, and businesses in the city centre.

2.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (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

This section is used to consider the impact of the policy on people who might be **unemployed, single parents**, people with lower **education** or **literacy, looked after children**, those with **protected characteristics** as examples.

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 any of the below groups?

| Group | Negative | | | Neutral | Positive |
|---|----------|--------|-----|---------|----------|
| | High | Medium | Low | | |
| Low income / income poverty – those who cannot afford regular bills, food, clothing payments. | | | | X | |
| Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future | | | | X | |
| Material deprivation – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies | | | | X | |
| Area deprivation – consider where people live and where they work (accessibility and cost of transport) | | | | X | |
| Socio-economic background – social class, parents' education, employment, income. | | | | X | |

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

The Christmas Market is free to visit and browse but individuals in lower income groups will not generally be able to participate in the paid elements including food, drink and rides.

However, some families will participate through the accessibility programme. Data is not captured on the economic background of participants.

Likewise, families benefitting from the Charlie House charity partnership may well be positively impacted by the event donation, but data is not gathered on economic background to show that outcome.

There are positive economic and employment impacts for businesses who participate directly in the Christmas Market, and for those contractors used across the site as well as the operator themselves. There are also job opportunities created in the short term by working on the site in food and beverage concessions and operating rides. Economic uplift for the city as a whole also results from the Christmas Market increasing visits to the City Centre. These are not directly quantified but can be shown from the evaluation (attached to the report)

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?

Feedback from the operator and the evaluation report from Aberdeen Chamber of Commerce. This tells us that participating businesses benefitted from participation in the event, and that city centre businesses found a positive impact. Monies retained by Charlie House totalled £32k, an uplift from £24k prior year.

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

Event Evaluation – independent from Aberdeen & Grampian Chamber of Commerce
 Debrief with operator John Codona Pleasure Fairs, Ltd
 Debrief with partner Aberdeen Inspired
 Debrief with officers from the City Events Team

What consultation and engagement and has been undertaken with people who may be impacted by this policy? citizens, community groups, or other people/groups impacted by this policy?

The event evaluation engaged with Christmas Village visitors, businesses participating in the event, and businesses in the city centre.

3.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (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 |

4: 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](#).

4.1 What impact could this policy have on Human Rights?

| Human Rights Article | Negative | Neutral | Positive |
|---|----------|---------|----------|
| 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 | |

4.2 In what way will the policy impact Human Rights?

No impacts identified. The Christmas Market is focussed on citizen experience and economic development.

4.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

There are no negative impacts identified.

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

No – negative impact remains

N/A

Yes – negative impact reduced

N/A

Yes - negative impact removed

N/A

5: 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 – 25 years old).

The Conventions are also known as the “General Principles” and they help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. 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)

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

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

| UNCRC and Optional Protocols | Negative | Neutral | Positive |
|---|----------|---------|----------|
| Article 1: definition of the child | | N | |
| Article 2: non-discrimination | | | X |
| Article 3: best interests of the child | | N | |
| Article 4: implementation of the convention | | N | |
| Article 5: parental guidance and a child's evolving capacities | | N | |
| Article 6: life, survival and development | | | X |
| 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 | | N | |
| Article 11: abduction and non-return of children | | N | |
| Article 12: respect for the views of the child | | N | |
| Article 13: freedom of expression | | N | |
| Article 14: freedom of thought, belief and religion | | | X |
| Article 15: freedom of association | | N | |
| Article 16: right to privacy | | N | |
| Article 17: access to information from the media | | N | |
| Article 18: parental responsibilities and state assistance | | 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 22: refugee children | | N | |
| Article 23: children with a disability | | | X |
| Article 24: health and health services | | | X |
| Article 25: review of treatment in care | | 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 | | | X |
| Article 32: child labour | | 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 39: recovery from trauma and reintegration | | N | |
| Article 40: juvenile justice | | N | |
| Article 41: respect for higher national standards | | N | |
| Article 42: knowledge of rights | | N | |
| Optional Protocol on a Communications Procedure | | N/A | |

5.2 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:

Life, Survival and Development (Article 6): The charity partner supports children with life threatening illnesses

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.

Life, survival and development (Article 6): By improving socio-economic conditions, UKSPF could contribute to environments that support the health, security, and development of young individuals.

Freedom of thought, belief and religion (Article 14): The event is part of the city's Christmas festivities, with the nativity scene in Union Terrace Gardens

Children with a disability (Article 23): Engagement with WeToo and physical accessibility measures have helped to improve the experience for children with a disability or neurodivergence. The work of Charlie House also impacts on those children.

Health and Health Services (Article 24): Partnership with Charlie House supports children with life-threatening illnesses

Leisure, play and culture (Article 31): The event provides another opportunity for young people to spend time together, with the Union Terrace Gardens activations making the most of this free attraction

5.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

There are no negative impacts identified.

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

No – negative impact remains

N/A

Yes – negative impact reduced

N/A

6: 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.

Overall summary of changes made as a result of impact assessment.

No specific changes were found to be necessary, while improvements in accessibility and economic impact are sought each year.

Outline of how impact of policy will be monitored.

The programme is managed through working groups led by Aberdeen City Council's City Events team. An evaluation is commissioned annually. A report is brought to committee annually.

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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|--------------------------|---|
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| Date | 03/03/25 |
| Chief Officer | Julie Wood |
| Date | 06/03/25 |