

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

Equality Outcomes Mainstreaming Report 2025

1.2 What does this policy seek to achieve?

The purpose of this report is to update Committee on the Council’s progress made on the current set of Equality Outcomes from 2021-2025 and to seek approval for the proposed Equality Outcomes for 2025-2029 with the aim of mainstreaming Equality within the organisation and the city. This report provides evidence of compliance with our duties as contained in the Equality Act 2010 and accompanying regulations.

- Equality and mainstreaming reports are essential tools for advancing equality within the council. The report intends to highlight both the successes and challenges around equality issues but also provide actionable insights for future improvements. By addressing implementation gaps, allocating resources, overcoming resistance, and enhancing data collection, Aberdeen City Council will foster a more inclusive and equitable way of operating and delivering services to ensure effectiveness in promoting equal opportunities for all by making Equality a part of the structures, behaviours and culture.
- The report contributes to continuous improvement, better performance and better value across our operation.
- The intended beneficiaries are our are our workforce and citizens who the supported, access council information and services in Aberdeen.

Aberdeen City Council also must comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which includes the following duties:

- report progress on mainstreaming the equality duty every two years;
- publish equality outcomes and report progress;
- assess and review policies and practices;
- include an annual breakdown of employee information;
- publish the report in an accessible manner.

The report seeks the committee to note progress reported on previous set of outcomes that were set in 2021 – 2025, and approve the draft Equality Outcomes for Aberdeen City Council for 2025 – 2029 including:

- Equality Outcomes as a Service Provider
- Equality Outcomes for the Council as an Employer,
- Equality Outcomes as an Education Authority
- Equality Outcomes as a Licensing Board.

Following extensive consultation and research, the report provides progress on current set of outcomes listed below:

Aberdeen City Council as a service provider

EO 1: All people can access information and services, with systemic, social, and physical barriers identified and minimised.

EO 2: All people can participate and help shape decisions that affect them

EO 3: Aberdeen City Council will develop inclusive infrastructure that meets the need of people who use it.

Aberdeen City Council as an employer

EO 1: Our workforce is as diverse and representative as the city we serve, with a focus on gender, disability, race and sexual orientation

EO 2: People with protected characters feel their voice and experience is heard, valued and helps shape decisions that affect them.

Aberdeen City Council Education Authority

EO1: Pupils with disabilities experience better access to services that meet their needs through more frequent and systematic involvement in the design of service delivery across the council.

EO2: Young people and families will have improved access to the resources needed to support their mental health and wellbeing.

EO 3 Staff, children and young people will have a greater awareness of how they can support equality through delivery of curriculum.

Aberdeen City Council Licensing Board

EO1: Review and maintain the licensing process to ensure fair access for all, including the continuation and development of hybrid Licensing Board meetings.

EO2: The community of Aberdeen City are able to engage effectively in the exercise of the Board's licensing functions.

Following approval of the draft equality outcomes 2025-2029, there will be action plans developed to show how the outcomes will be achieved as a service provider as an employer.

1.3 Is this a strategic programme/proposal/decision?

Strategic policy

1.4 Is this a new or existing policy?

Existing – refreshed for 2025-2029.

1.5 Is this report going to a committee?

Yes

1.6 Committee name and date:

Anti-Poverty and Inequality Committee
25th March 2025.

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

CORS/25/042

1.8 Function and Cluster:

Customer – People and Organisation

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?

Aberdeen City Council's Equality Outcomes Mainstreaming report for 2025 is fully focussed on the Equality Act and the protected characteristics with the intended outcome of advancing equality of opportunity, fostering good relations and elimination of discrimination, victimisation or harassment applicable to all characteristics and their intersectionality. The report relays the progress on what has been done to achieve the general duty and shares the proposed new outcomes which are intended to provide positive outcomes for all characteristics.

The setting of Equality Outcomes is intended to contribute to the advancement of equality for protected groups and as such there is not anticipated negative impacts on any protected groups.

There is enhanced awareness of protected characteristics and equality issues because of the work done to mainstream equality which has led to greater focus on inclusive practices throughout council services. The equality act and the outcomes report have informed the development and reshaping of policies that are more targeted and tuned to the needs of protected characteristics.

The outcomes report and supporting action plans have established metrics and benchmarks for measuring progress and improves accountability which has an overall improved outcome for the workforce and citizens with an intersectionality of characteristics.

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?

To assess the impact of this policy and the actions underpinning it, a variety of sources and approaches were undertaken to include:

- Review of current set of outcomes and action plans – this informed us of what has been achieved and what needs to be worked on or changed.
- Review of feedback, complaints and compliments – this aided the understanding of where the issues are, what the issues are and where there is good practice of equality.
- Internal Employee Experience Survey – helped understand our workforce, the impact of our activities and identify areas of improvement.
- External Equality Outcomes survey with citizens – the data from this provided insights into the issues that people have when accessing council services and what is being done well
- Meetings with Chief Officers, Service Managers and Operational teams
- National Records of Scotland Censuses Data 2011, 2022
- The Scottish Index of Multiple Deprivation (SIMD)
- Reports from the Health Determinants Research Collaboration (HDRC)
- Local Outcome Improvement Plan – projects and progress reports
- Internal workforce data

By triangulating these methods and data resources, a greater understanding of the effectiveness of the reports was developed and informed the progress of current outcomes and helped shaped the new proposed outcomes.

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

The Equality Outcomes have been identified and developed resulting from progressive and continuous engagement with our workforce, citizens and 3rd sector partners.

All employees in the council were invited to participate in the internal Employee Experience Survey which has been used to inform the progress of current outcomes and develop the new set of outcomes. Staff Equality groups and the Equality Ambassadors Network have also supported the development of the outcomes.

The education outcomes were progressed through multiple activities, engagement and monitoring and reviewing to bring about changes to deliver the outcomes.

As part of the engagement and consultation we carried out with external communities to inform the progress and development of the new outcomes as a service provider, we had an online survey with 261 contributions with an online reach of 2684 people. Other sessions we undertook were spread over the year as we began our engagement, and interactions would approximate to over 400 people over the months.

- In person sessions at Marischal College on various dates since June
- Regular sessions with GREC key to the co-development of the outcomes
- Disability Equity Partnership
- Equality Participation Network
- Shopmobility Aberdeen
- DeafBlind Scotland
- GREC Language Cafe
- Pop up sessions at Bon Accord Shopping Centre, Vaccination Centre
- Young Ambassadors
- Aberdeen Youth Movement: youth aged 12-25 years old

- Silver City Surfers
- Disability-friendly in person event
- Phone calls
- Stalls at various events
- One to one sessions with community representatives
- Attending community events with a wide public footfall, for example, Mela, Black History Month and the Aberdeen Health and Social Care Partnership Conference.
- Four Pillars
- Fountain of Love
- Black and Scot
- Aberdeen Action on Disability

Engagement and Involvement has been and will continue to be an ongoing activity to ensure that we continue understanding our local communities and working together to improve equality of outcome for all involved and impacted.

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

As above, and the engagement resulted in the progress of our current set of outcomes and the development of a new set of outcomes for 2025 – 2029.

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 anticipated because of this policy.

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 \(www.gov.scot\)](http://www.gov.scot)

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

	Negative	Neutral	Positive
Low income – those who have insufficient earnings to meet basic needs, such as food, clothing, housing, or utilities.			X
Low/ no wealth – those who have no savings for unexpected spend or provision for the future.			X
Material deprivation – those who cannot afford or access goods or services that are considered essential or desirable for a decent quality of life, such as food, clothing, heating, transport, internet, cultural, recreational and social activities.			X
Area deprivation – those who live in an area with poor living conditions, such as higher levels of crime, pollution, noise, congestion, or lack of infrastructure, amenities, or green spaces.			X
Socio-economic background – social class, parents’ education, employment, income.			X

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

The Fairer Scotland Duty enacts part 1 of the Equality Act 2010, in Scotland placing a duty on Aberdeen City Council to consider how to reduce inequalities of outcome caused by socio-economic disadvantage.

We continue to work towards improving positive outcomes for protected characteristic groups, recognising the additional challenges experienced by those living in poverty and facing additional access issues.

The policy encompasses the principles of the following legislative duties and acts with the intended aim and outcome of reducing socio economic disadvantage faced by those living in poverty and have specific protected characteristics.

- Human Rights Act
- Public Sector Equality Duty
- Child Poverty Act
- Education Act
- Children and Young People’s Act
- Community Empowerment Act

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?

As well as resources listed in section 2.3, a study of national trends and reports from the :

[The Joseph Rowntree Foundation](#) and the [Poverty Alliance](#) informed our understanding of current issues and changing trends.

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

Listed in section 2.3 of this assessment

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

As above

3.4 What mitigations can be put in place?

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

There are no negative impacts anticipated because of this policy.

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?

Equality Outcomes are results which we aim to achieve to further one or more of the needs in the general duty, that is to: eliminate discrimination, advance equality of opportunity and/or foster good relations. By focusing on outcomes rather than objectives or outputs, with the aim to bring practical improvements in the lives of people who live and use the services of Aberdeen City Council. The policy is intended to have a positive impact on the identified groups.

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 anticipated because of this policy.	
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?

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to and incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law.

Aberdeen City Council take an active human rights-based approach to its activities and will work to ensure that respect and protection of people's human rights are maintained through activities and operations.

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 anticipated because of this policy.

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	X
PROVISION			
Article 2: non-discrimination			X
Article 3: best interests of the child provision and protection			X
Article 5: parental guidance and a child's evolving capacities			X
Article 16: right to privacy			X
Article 17: access to information from the media			X
Article 18: parental responsibilities and state assistance			X
Article 22: refugee children			X
Article 23: children with a disability			X
Article 24: health and health services			X
Article 26: social security			X
Article 27: adequate standard of living			X
Article 28: right to education			X
Article 29: goals of education			X
Article 30: children from minority or indigenous groups			X
Article 31: leisure, play and culture			X
Article 39: recovery from trauma and reintegration			X
Article 40: juvenile justice			X
PROTECTION			
Article 6: life, survival and development			X
Article 7: birth registration, name, nationality, care			X
Article 8: protection and preservation of identity			X
Article 9: Separation from parents			X
Article 10: family reunification protection			X
Article 11: abduction and non-return of children			X
Article 15: freedom of association			X
Article 19: protection from violence, abuse and neglect			X
Article 20: children unable to live with their family			X
Article 21: adoption			X
Article 25: review of treatment in care			X
Article 33: drug abuse			X
Article 34: sexual exploitation			X
Article 35: abduction, sale and trafficking			X
Article 36: other forms of exploitation			X
Article 37: inhumane treatment and detention			X

Article 38: war and armed conflicts			X
Article 32: child labour			X
PARTICIPATION			
Article 12: respect for the views of the child			X
Article 13: freedom of expression			X
Article 14: freedom of thought, belief and religion			X
Article 42: knowledge of rights			X

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

The Equality Act and the supporting Equality Outcomes Report supports the United Nations Convention on the Rights of the Child (UNCRC) by reinforcing the rights and protections afforded to children globally and locally in Aberdeen.

Through the principles of equality, the UNCRC advocates for non-discrimination, ensuring that every child, regardless of their background, has access to the same opportunities and resources. This alignment helps in promoting the overall well-being and development of children, fostering environments where they can thrive without facing prejudice or bias.

The Council's commitment to these values through the outcomes strengthens the implementation of the UNCRC, creating a more inclusive society where every child's rights are respected and upheld.

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 anticipated because of this policy.	
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?

The outcomes are aimed at improving access to information, participation and improved infrastructure and supports the positive intentions of environmental practices through informing people and supporting them to become active citizens.

Through the recent refresh of the integrated impact assessment form, environmental considerations are also being made to understand the impact of people with protected characteristics.

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?

Data has been used to understand the demographics of people to understand how people consume information and act to support the environment. Data has also been used to understand what barriers people face when trying to access the outdoors.

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.

As part of the survey, people were asked what the issues were in accessing locations and venues. There is more collaborative work being done with the environment team and equalities team to better understand how people and the environment interact.

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 anticipated because of this policy.

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

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

8: Sign Off

Any further positive or negative impacts on individuals or groups that have been considered?
As part of the engagement, work was done with some of the Asylum Seekers and Refugees who have come to Aberdeen because of global conflict. Part of our findings have been reported in the full report to ensure there is an awareness of the issues the groups face when accessing services.
Does the policy relate to the Council's Equality Outcomes? If yes, how.
Yes, this policy reports on the progress of the council's current set of outcomes and shares the proposed the new set of outcomes that will become the new framework for the council's equality duty.
Overall summary of changes made to the policy as a result of impact assessment.
None
Outline how the impact of policy will be monitored.
<ul style="list-style-type: none">• Clear accountability frameworks will be refreshed and new ones developed.• Workforce will be provided with awareness and training sessions on the new outcomes to aid their understanding and provide equitable service• The policy will be reviewed regularly with milestones tracked and reported – the next progress report will be presented in 2027.• There will be open channels for dialogue and discussions in shaping the progress of the outcomes and activities.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
None

Assessment Author	Baldeep McGarry
Date	20/03/2025
Chief Officer	Isla Newcombe
Date	21/03/25