

# Integrated Impact Assessment (IIA)



<b>1: Essential Information</b>	
<b>Name of Proposal: De-establishment of vacancies</b>  <b>Report Number: (Essential)</b>	<b>Date of Assessment: 15 June 2020</b>
<b>Service: People and Organisation</b>	<b>Directorate: Resources</b>
<b>Committee Name:</b>  Urgent Business Committee	<b>Date of Committee:</b>  30 <sup>th</sup> June 2020
<b>Who does this proposal affect?</b>  Please Tick	Employees <input checked="" type="checkbox"/> Job Applicants <input checked="" type="checkbox"/> Service Users <input type="checkbox"/> Members of the Public <input type="checkbox"/> Other (List below) <input type="checkbox"/>
<b>2: Integrated Impact Assessment - Pre-screening</b>	

If **No** impact assessment is required, please complete section 7 and 9 of the form providing the evidence to support this decision.

### 3: Integrated Impact Assessment – data and consultation

a- What are the aims and intended effects of this proposal?

De-establishment of vacancies to support in-year budget savings.

b- What relevant data is available in relation to this proposal?

**Equality data:**

**Human Rights data:**  
n/a

**Fairer Scotland Duty data:**  
n/a

<p><b>c- List the outcomes from any consultation that relate to equalities, human rights and/or issues e.g. with employees, service users, Unions or members of the public that has taken place in relation to the proposal.</b></p>	<p><b>Equality:</b> No direct consultation in relation to equalities, but have consulted with staff and TUs</p> <p><b>Human Rights:</b> n/a</p> <p><b>Fairer Scotland Duty:</b> n/a</p>
<p><b>d- Financial Assessment</b></p> <p>If applicable, state any relevant cost implications or savings expected from the proposal.</p>	<p><b>Costs (£)</b></p> <p>Implementation cost    £    <input type="text"/></p> <p>Projected Savings        £    <input type="text"/></p>

#### 4: Equality Impact Assessment

a- How does this proposal contribute to the public sector equality duty: to eliminate discrimination, harassment and victimisation, advance equality of opportunity, and foster good relations?

b- How does this proposal link to the Council's Equality Outcomes?

c – Impact on protected characteristics: What impact will implementing this proposal have on employees, service users or other people who share characteristics protected by The Equality Act 2010?

Please answer below.

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of the impact and, if applicable, justification where a genuine determining reason exists.
Age (People of all ages)	✓			
Disability (Mental, Physical, Sensory and Carers of Disabled people)	✓			

<b>Gender Reassignment</b>	✓			
<b>Marital Status</b> (Marriage and Civil Partnerships) Applicable for proposals affecting employees only	✓			
<b>Pregnancy and Maternity</b> Applicable for proposals affecting employees only	✓			
<b>Race</b> (All Racial Groups including Gypsy/Travellers)	✓			
<b>Religion or Belief or Non-belief</b>	✓			
<b>Sex</b> (Women and men)	✓			

<b>Sexual Orientation</b> (Heterosexual, Lesbian, Gay and Bisexual)	✓			
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<b>5: Human Rights Impact Assessment</b>	
<p>Does this proposal have the potential to impact on an individual's Human Rights? Evidence of impact and justification, (where applicable), that the impact is proportionate should be provided. The proposal should be lawful, necessary and proportionate.</p> <p><b>Proportionality:</b> The principle of proportionality in human rights law means that when undertaking any proposal that interferes with a Convention right, a public authority must interfere with that right as little as possible, only going as far as is necessary to achieve the desired aim.</p> <p>Any interference with a Convention right should be carefully designed to meet the objective in question and must not be arbitrary or unfair.</p>	
<b>Articles</b>	<b>Evidence</b>

<b>Article 2: Right to life</b> <del>Yes</del> <b>No</b>	
<b>Article 3: Right not to be subjected to torture, inhumane or degrading treatment or punishment</b> <del>Yes</del> <b>No</b>	
<b>Article 4: Prohibition of slavery and forced labour</b> <del>Yes</del> <b>No</b>	
<b>Article 5: Right to liberty and security</b> <del>Yes</del> <b>No</b>	
<b>Article 6: Right to a fair and public hearing</b> <del>Yes</del> <b>No</b>	
<b>Article 7: No punishment without law</b> <del>Yes</del> <b>No</b>	
<b>Article 8: Right to respect for private and family life, home and correspondence</b> <del>Yes</del> <b>No</b>	



<p><b>Article 9: Freedom of thought, conscience and religion</b>  <del>Yes</del>                  <b>No</b></p>	
<p><b>Article 10: Freedom of expression</b>  <del>Yes</del>                  <b>No</b></p>	
<p><b>Article 11: Freedom of assembly and association</b>  <del>Yes</del>                  <b>No</b></p>	
<p><b>Article 12: Right to marry and to start a family</b>  <del>Yes</del>                  <b>No</b></p>	
<p><b>Article 14: Right not to be subject to discrimination</b>  <del>Yes</del>                  <b>No</b></p>	
<p><b>Article 1 of Protocol 1: Protection of property</b>  <del>Yes</del>                  <b>No</b></p>	
<p><b>Article 2 of Protocol 1: Right to education</b>  <del>Yes</del>                  <b>No</b></p>	

<b>Article 3 of Protocol 1: Right to free elections</b> <del>Yes</del> <b>No</b>	
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<b>6: Fairer Scotland Duty Impact Assessment</b>	
<p>The socio-economic duty (Part 1 of the Equality Act 2010), also known as the Fairer Scotland Duty (FSD), came into force in April 2018. Scotland is the only part of Great Britain where it is in force. The duty places a legal responsibility on listed public bodies in Scotland to actively consider using their proposals to reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. Bodies need to be able to demonstrate how they have done this.</p>	
<b>Will this proposal have an impact on the following groups below?</b>	<b>Evidence</b>
<b>Low income / income poverty – those who cannot afford regular bills, food, clothing payments</b>  <del>Yes</del> <b>No</b>	
<b>Low and / or no wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the future</b>  <del>Yes</del> <b>No</b>	
<b>Material deprivation – those who cannot access basic goods and services, unable to repair / replace broken electrical goods, heat their homes or have access to leisure or hobbies</b>	

<del>Yes</del> — <b>No</b>	
<b>Area deprivation – consider where people live (rural areas) and where they work (accessibility for transport)</b>	
<del>Yes</del> — <b>No</b>	
<b>Socio-economic background – social class, parents’ education, employment, income.</b>	
<del>Yes</del> <b>No</b>	
<b>You might not be discriminating, but could your proposal offer a better advantage to those in need?</b>	
<del>Yes</del> — <b>No</b>	

<b>7- Integrated Impact Assessment Summary</b>	
<b>Report Title:</b>	
<b>a. Assessment Rating</b> Please highlight <input checked="" type="checkbox"/>	<b>Red (High impact) - <input type="checkbox"/></b>  <b>Amber (Medium impact) - <input type="checkbox"/></b>  <b>Green (Neutral impact) - <input checked="" type="checkbox"/></b>
<b>b. Assessment not required.</b> Please provide evidence as to how you reached this decision.	<b>Evidence</b>  <b>Vacancies already exist and are being de-established to meet budget savings. There is no impact on staff as such.</b>  <b>Equality:</b>

	<p><b>Human Rights:</b></p> <p><b>Fairer Scotland Duty:</b></p>
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8- Action Planning - identified impacts and mitigating actions				
Identified impact and to whom:	Mitigating actions:	Responsible Lead:	Completion Date:	Review Date:

9 - Sign off	
<b>Completed by (Name and Service):</b>	Ka Kuen Mo People and Organisation
<b>Signed off by (Chief Officer):</b>	

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