

Integrated Impact Assessment (IIA)



1: Essential Information

Name of Proposal: Ceasing the current provision of priority 2 & 3 School Crossing Patroller crossing points across the city.

Report Number: OPOP006
(Essential)

Date of Assessment: 19/06/2020

Service: Facilities Management - Janitorial Services

Directorate: Operations & Protective Services

Committee Name: Urgent Business Committee

Date of Committee: 30th June 2020

Who does this proposal affect?
Please Tick

Employees	<input checked="" type="checkbox"/>
Job Applicants	<input type="checkbox"/>
Service Users	<input type="checkbox"/>
Members of the Public	<input checked="" type="checkbox"/>
Other (List below)	<input type="checkbox"/>

2: Integrated Impact Assessment - Pre-screening

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?

Ceasing the provision of priority 2 and 3 School Crossing Patrol services at qualifying crossing points across the city will realise an estimated annual saving of £190k.

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

Equality data: No consultation at present as this is a proposal

Human Rights data: No consultation at present as this is a proposal

Fairer Scotland Duty data: N/A

<p>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.</p>	<p>Equality: No consultation at present as this is a proposal</p> <p>Human Rights: No consultation at present as this is a proposal</p> <p>Fairer Scotland Duty: N/A</p>
<p>d- Financial Assessment</p> <p>If applicable, state any relevant cost implications or savings expected from the proposal.</p>	<p>Costs (£)</p> <p>Implementation cost £ <input type="text"/></p> <p>Projected Savings £190k <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)			Yes	Impact will predominantly be on older workforce who tend to take up the benefit of short hours of employment to supplement income, reduce social isolation or just to stay active. There are no / limited alternative employment opportunities in place. There will also be a significant health & safety impacts for children aged 4 upwards

Disability (Mental, Physical, Sensory and Carers of Disabled people)				There may be an impact on those with disabilities who need safe and supported crossing spaces. Some may have to move on further to a safe crossing space.
Gender Reassignment				N/A
Marital Status (Marriage and Civil Partnerships) Applicable for proposals affecting employees only				N/A
Pregnancy and Maternity Applicable for proposals affecting employees only				N/A
Race (All Racial Groups including Gypsy/Travellers)				N/A
Religion or Belief or Non-belief				N/A
Sex				N/A

(Women and men)				
Sexual Orientation (Heterosexual, Lesbian, Gay and Bisexual)				N/A

5: Human Rights Impact Assessment

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.

Proportionality: 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.

Any interference with a Convention right should be carefully designed to meet the objective in question and must not be arbitrary or unfair.

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

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

Article 3 of Protocol 1: Right to free elections	
Yes <u>No</u>	

6: Fairer Scotland Duty Impact Assessment	
<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>	
Will this proposal have an impact on the following groups below?	Evidence
<p>Low income / income poverty – those who cannot afford regular bills, food, clothing payments</p> <p>Yes <u>No</u></p>	
<p>Low and / or no wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the future</p> <p>Yes <u>No</u></p>	
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	

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

7- Integrated Impact Assessment Summary	
Report Title:	
a. Assessment Rating Please highlight <input checked="" type="checkbox"/>	Red (High impact) - <input checked="" type="checkbox"/> Amber (Medium impact) - <input type="checkbox"/> Green (Neutral impact) - <input type="checkbox"/>
b. Assessment not required. Please provide evidence as to how you reached this decision.	Evidence Equality:

	<p>Human Rights:</p> <p>Fairer Scotland Duty:</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:
OPOP006 - This option will impact on our most elderly workforce, as employees in the service are predominantly older than normal retirement age. Impact has been marked as high, as there would be extremely limited movement to alternative priority 1 crossing points available and very limited redeployment opportunities for employees and therefore option would likely force many permanently out of the workplace. There would also be health & safety impacts on age 4 to 12-year-old children.	Publicise change to service in advance of implementation.	Andy Campbell, Facilities Manager and Gavin Freeland, Janitorial Manager		

9 - Sign off	
Completed by (Name and Service):	Gavin Freeland Facilities - Janitorial Services
Signed off by (Chief Officer):	Mark Riley
<p>This IIA will be published on Aberdeen City Council's website under http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp</p> <p>Please send this IIA in an electronic format to: equality_and_diversity@aberdeencity.gov.uk</p>	