

Integrated Impact Assessment



The Integrated Impact Assessment (IAA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

Note: This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'.

1. Essential Information

1.1 Purpose

Aberdeen City Council wants Aberdeen to be a place where all people can prosper. We want everyone in Aberdeen to have fair opportunities regardless of their background and circumstances. The aim of this assessment is to allow you to critically assess:

- the impact a proposal will have on different communities.
- whether Aberdeen City Council is meeting its legal requirements in terms of [Public Sector Equality Duty](#), [Equality Outcomes](#) and [Human Rights](#);
- whether [Children's Rights](#) have been impacted;
- whether [Socio-economic disadvantage](#) is reduced;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised.

1.2 Background / Essential Information

Title* Name your business case, policy, strategy or proposal (including budget proposals)	2122053: Catering, school meal price increases - additional 25p to cover cost of free breakfasts, fruit & milk
Function*	Operations
Cluster*	Operations & Protective Services

Date of assessment*	18/01/21
Date of committee	02/03/21 (Budget)
Lead Officer 1*	John Landragon (Catering Manager)
Lead Officer 2	Andy Campbell (Facilities & Transportation Manager)
Chief Officer*	Mark Reilly (Chief Officer Operations)

Brief description of proposal (including intended outcomes and purposes) *	<p>If proposal 2122053 is approved, the price which customers will pay for school meals purchased at all Aberdeen City Council Primary, Special and Secondary schools will increase by 25 pence per meal. This would see the price of a two-course meal at Primary and Special schools increase from £2.20 to £2.45 and the price of an equivalent two-course meal at Secondary Schools increase from £2.45 to £2.70.</p> <p>The intended purpose of this proposal is to allow the service to continue provision of breakfast services at 7 schools in areas of multiple deprivation, provision of free fruit which is provided once per week to all P1, P2 and P2/3 composite classes and provision of milk which is given as a drink option along with every Primary/Special school meal. The costs of these provisions would be shared across the paying customer base.</p> <p>(If both proposal 2122053 and proposal 2122052 are approved, the price which customers will pay for school meals purchased at all Aberdeen City Council Primary, Special and Secondary schools will increase by 40 pence per meal. This would see the price of a two-course meal at Primary and Special schools increase from £2.20 to £2.60 and the price of an equivalent two-course meal at Secondary Schools increase from £2.45 to £2.85.)</p>
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<p>State who is, or may be affected by this proposal and how*</p>	<p>The proposal will affect the parents/carers of all pupils in Aberdeen City Schools who are not eligible for free school meals. It will also affect teaching and school support staff who use the service for lunch provision.</p>
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2. Human Rights

Human Rights

Does the proposal have an impact on [Human Rights](#)? Select all that apply, then record relevant impacts.

	Positive impact	Negative impact	Neutral impact
Article 6 Right to a fair and public hearing			✓
Article 7 No punishment without law			✓
Article 8 Right to respect for private and family life, home and correspondence			✓
Article 9 Freedom of thought, conscience and religion			✓
Article 10 Freedom of expression			✓
Article 11 Freedom of assembly and association			✓

Article 12 Right to marry and to found a family			✓
Article 14 Right not to be subject to discrimination			✓
Article 1 of Protocol 1 Protection of property			✓
Article 2 of Protocol 1 Right to education			✓
Article 3 of Protocol 1 Right to free elections			✓
For each negative impact identified above, please state your mitigating actions below			

3. Children's Rights

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).

Identify all Articles of the United Nations Convention on the Rights of the Child ([UNCRC](#)) and [Optional Protocols](#) which are relevant to your proposal.

	Positive impact	Negative impact	Neutral impact
Article 1 definition of the child			✓
Article 2 non-discrimination			✓
Article 3 best interests of the child		Increasing the price of school meals will mean parents have less disposable income available for other activity with their children so it couldn't be argued that this proposal is in the best interests of the child.	
Article 4			✓

implementation of the convention			
Article 5 parental guidance and a child's evolving capacities			✓
Article 6 life, survival and development		The nutrition which our young people get from school meals plays a significant part in their development. Raising prices too steeply may force parents to choose other less nutritious options for their childrens lunches which may have a detrimental impact on their development.	
Article 7 birth registration, name, nationality, care			✓
Article 8 protection and preservation of identity			✓
Article 9 separation from parents			✓

Article 10 family reunification			✓
Article 11 abduction and non-return of children			✓
Article 12 respect for the views of the child			✓
Article 13 freedom of expression			✓
Article 14 freedom of thought, belief and religion			✓
Article 15 freedom of association			✓
Article 16 right to privacy			✓

Article 17 access to information from the media			✓
Article 18 parental responsibilities and state assistance			✓
Article 19 protection from violence, abuse and neglect			✓
Article 20 children unable to live with their family			✓
Article 21 adoption			✓
Article 22 refugee children			✓
Article 23 children with a disability			✓

<p>Article 24 health and health services</p>		<p>The nutrition which our young people get from school meals plays a significant part in their development. Raising prices too steeply may force parents to choose other less nutritious options for their childrens lunches which may have a detrimental impact on their development.</p>	
<p>Article 25 review of treatment in care</p>			<p>✓</p>
<p>Article 26 social security</p>			<p>✓</p>
<p>Article 27 adequate standard of living</p>		<p>Increasing the price of school meals will mean parents have less disposable income available for other activity and may therefore have a detrimental impact on standards of living.</p>	
<p>Article 28 right to education</p>			<p>✓</p>
<p>Article 29 goals of education</p>			<p>✓</p>

Article 30 children from minority or indigenous groups			✓
Article 31 leisure, play and culture			✓
Article 32 child labour			✓
Article 33 drug abuse			✓
Article 34 sexual exploitation			✓
Article 35 abduction, sale and trafficking			✓
Article 36 other forms of exploitation			✓
Article 37			✓

inhumane treatment and detention			
Article 38 war and armed conflicts			✓
Article 39 recovery from trauma and reintegration			✓
Article 40 juvenile justice			✓
Article 41 respect for higher national standards			✓
Article 42 knowledge of rights			✓
Optional Protocol on a Communications Procedure			✓
For each negative impact identified above, please state your mitigating actions below			

Article 3 (bests interests of the child): Although this proposal would see the price of school meals increase, the focus of the service will continue to be on the provision of meals which offer the levels of nutrition which our young people require to grow and to learn most effectively.

Article 6 (life, survival and development): There is a concern that increasing the price of school meals too steeply will impact upon the number of young people who aren't eligible for free school meals taking paid for school meals. The service will continue to work with Education Service colleagues on promoting the value for money and nutritional benefits of taking school meals. Further focus will be given to ensure that any parents of young people who may be eligible for free school meals but haven't completed the free school meals application process to do so.

Article 24 (health and health services): There is a concern that increasing the price of school meals too steeply will impact upon the number of young people who aren't eligible for free school meals taking paid for school meals. The service will continue to work with Education Service colleagues on promoting the value for money and nutritional benefits of taking school meals. Further focus will be given to ensure that any parents of young people who may be eligible for free school meals but haven't completed the free school meals application process to do so.

Article 27 (adequate standard of living): There is a concern that increasing the price of school meals too steeply will impact upon the number of young people who aren't eligible for free school meals taking paid for school meals. The service will continue to work with Education Service colleagues on promoting the value for money and nutritional benefits of taking school meals. Further focus will be given to ensure that any parents of young people who may be eligible for free school meals but haven't completed the free school meals application process to do so.

4. Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. Explain what the positive and/or negative impacts of the proposal are on the [protected characteristics](#)

	Positive impact	Negative impact	Neutral impact
Age A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30year olds).		Low impact as price increases will impact both pupils (4 to 18 year olds) and adults (school teacher and support staff) meals	
Disability people with disabilities / long standing conditions			✓
Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds			✓
Religion or belief people with different religion and belief to			✓

include those with no beliefs			
Sex - Gender identity men or women, boys and girls			✓
Pregnancy and maternity women who are pregnant and / or on maternity leave			✓
Sexual orientation lesbian, gay, bisexual, heterosexual / straight			✓
Gender reassignment - Trans/Transgender anybody whose gender identity / expression is different to the sex assigned to them at birth			✓
Marriage and civil partnership people who are married or in a civil partnership			✓

For each negative impact identified above, please state your mitigating actions below

Age: As the option is around school meals, which has the main purpose of providing meals to school aged children and young people, it should be noted that many adults (teachers and school support staff) will also be impacted by the proposal. The impact of the proposal is therefore marked as low against the age characteristic.

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?

This option is non-discriminatory and does not have any detrimental impact on persons displaying any of the protected characteristics.

How does this proposal contribute to the Council's [Equality Outcomes](#) ?

This option is non-discriminatory and does not have any detrimental impact on persons displaying any of the protected characteristics.

5. Consultation

5.1 Consultation	Yes	No
Have you undertaken any of form of consultation with any of the affected groups?		
Describe the consultation processes/methods undertaken and the number of participants/respondents		
What impact(s) has the consultation had upon your proposal?		
5.2 Evidence		
List below the evidence that has been used in this assessment.		
<p>Internal data:</p> <p>This can be from customer satisfaction surveys, equality monitoring data, customer complaints and cluster specific data</p>		<p>In 2011/12, as a pre-cursor to universal P1-3 free school meal provision, Scottish Government funding was made available to Scottish Local Authorities to expand free provision to those most in need. Education colleagues ran an initial free breakfast pilot at one school, the success of which saw the available funding used to provide service for up to 50 pupils at 7 schools in areas of the city ranked highest in the index of multiple deprivation.</p>
Consultations with officers or partner organisations:		<p>Trade Unions were consulted on the Education and Facilities Management staffing implications for this expanded service provision.</p>
<p>External data:</p> <p>E.g. Available statistics, census or research data</p>		<p>https://www.gov.scot/publications/schools-health-promotion-nutrition-scotland-act-health-promotion-guidance-local/</p>

	https://www.gov.scot/publications/healthy-eating-schools-guide-implementing-nutritional-requirements-food-drink-schools-9780755958306/pages/0/ https://www.gov.scot/publications/better-eating-better-learning-new-context-school-food/
Other (please state)	

6. Fairer Scotland Duty (Socio- economic disadvantage)

Will this proposal have an impact in the socio-economic inequalities? (For strategic proposals)

		Mitigation If a negative impact has been identified, what options have you considered to modify the proposal or mitigate the impact?
6.1 Low income / income poverty – those who cannot afford regular bills, food, clothing payments.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Renewed emphasis on advertising fsm eligibility crireria with the aim being to ensure all parents/carers of eligible young people apply.
6.2 Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Renewed emphasis on advertising fsm eligibility crireria with the aim being to ensure all parents/carers of eligible young people apply.
6.3 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	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
6.4		Will impact customers least in areas of greatest deprivation, as children and

<p>Area deprivation – consider where people live (rural areas) and where they work (accessibility of transport)</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>young people are more likely to qualify for free school meals.</p>
<p>6.5 Socio-economic background – social class, parents’ education, employment, income.</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	
<p>6.6 You might not be discriminating, but could your proposal offer a better advantage to those in need?</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	<p>No, this option seeks to share the cost of continuing to provide free breakfasts (at 7 schools in areas of multiple deprivation), free fruit (once per week for all P1, P2 and P2/3 composite classes) and free milk (given along with each Primary/Special school meal) to the wider customer base.</p>

7. Approval

Signed off by (Chief Officer):	
Date:	
<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>	