

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)	2122050 - Discretionary school transport - ASN
Function*	Operations
Cluster*	Operations & Protective Services

Date of assessment*	18/01/21
Date of committee	02/03/21 (Budget)
Lead Officer 1*	Chris Cormack (PTU Team Leader)
Lead Officer 2	Andy Campbell (Facilities & Transportation Manager)
Chief Officer*	Mark Reilly (Chief Officer Operations)

Brief description of proposal (including intended outcomes and purposes) *	The aim of this proposal is to remove non-statutory school transport, so that the authority is only providing transport that is legally required. This would result in a budget saving for school transport.
State who is, or may be affected by this proposal and how*	Primary and Secondary age children with additional support needs, from across the City of Aberdeen, who live within the statutory mileage of their designated school and would be able to walk, cycle or use public transport to access school, with the support of an adult, where required.

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	N/A	N/A	Yes
Article 7 No punishment without law	N/A	N/A	Yes
Article 8 Right to respect for private and family life, home and correspondence	N/A	N/A	Yes
Article 9 Freedom of thought, conscience and religion	N/A	N/A	Yes
Article 10 Freedom of expression	N/A	N/A	Yes
Article 11 Freedom of assembly and association	N/A	N/A	Yes

Article 12 Right to marry and to found a family	N/A	N/A	Yes
Article 14 Right not to be subject to discrimination	N/A	N/A	Yes
Article 1 of Protocol 1 Protection of property	N/A	N/A	Yes
Article 2 of Protocol 1 Right to education	No	Yes The provision of the transport has been key in enabling children to access education, removal of transport may impact on attendance, development or wellbeing.	No
Article 3 of Protocol 1 Right to free elections	N/A	N/A	Yes
For each negative impact identified above, please state your mitigating actions below			
Travel training support can be provided through schools.			

Proposals from the Scottish Government to provide free bus travel for all under 19's, would provide provision for children to travel on public bus services to access education, which would significantly mitigate the cessation of provision under this proposal.

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	N/A	N/A	Yes
Article 2 non-discrimination	N/A	N/A	Yes
Article 3 best interests of the child	No	Yes The provision of the transport has been determined by Education as required for the child	No

		to access education, removal of transport may impact on the best interests of the child and open the authority to legal challenge.	
Article 4 implementation of the convention	N/A	N/A	Yes
Article 5 parental guidance and a child's evolving capacities	N/A	N/A	Yes
Article 6 life, survival and development	N/A	N/A	Yes
Article 7 birth registration, name, nationality, care	N/A	N/A	Yes
Article 8 protection and preservation of identity	N/A	N/A	Yes
Article 9 separation from parents	N/A	N/A	Yes

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

Article 17 access to information from the media	N/A	N/A	Yes
Article 18 parental responsibilities and state assistance	N/A	N/A	Yes
Article 19 protection from violence, abuse and neglect	N/A	N/A	Yes
Article 20 children unable to live with their family	N/A	N/A	Yes
Article 21 adoption	N/A	N/A	Yes
Article 22 refugee children	N/A	N/A	Yes
Article 23 children with a disability	No	Yes The provision of the transport has been	No

		determined by Education as required for the child, based on their additional support needs, to access education, removal of transport may impact on the welfare of the child and open the authority to legal challenge.	
Article 24 health and health services	N/A	N/A	Yes
Article 25 review of treatment in care	N/A	N/A	Yes
Article 26 social security	N/A	N/A	Yes
Article 27 adequate standard of living	N/A	N/A	Yes
Article 28 right to education	No	Yes The provision of the transport has been determined by Education as required for the child to access education,	No

		removal of transport may impact on the ability of the child to access education and open the authority to legal challenge.	
Article 29 goals of education	N/A	N/A	Yes
Article 30 children from minority or indigenous groups	N/A	N/A	Yes
Article 31 leisure, play and culture	N/A	N/A	Yes
Article 32 child labour	N/A	N/A	Yes
Article 33 drug abuse	N/A	N/A	Yes
Article 34 sexual exploitation	N/A	N/A	Yes
Article 35	N/A	N/A	Yes

abduction, sale and trafficking			
Article 36 other forms of exploitation	N/A	N/A	Yes
Article 37 inhumane treatment and detention	N/A	N/A	Yes
Article 38 war and armed conflicts	N/A	N/A	Yes
Article 39 recovery from trauma and reintegration	N/A	N/A	Yes
Article 40 juvenile justice	N/A	N/A	Yes
Article 41 respect for higher national standards	N/A	N/A	Yes
Article 42 knowledge of rights	N/A	N/A	Yes

Optional Protocol on a Communications Procedure	N/A	N/A	Yes
For each negative impact identified above, please state your mitigating actions below			
Travel training support can be provided through schools.			
Proposals from the Scottish Government to provide free bus travel for all under 19's, would provide provision for children to travel on public bus services to access education, which would significantly mitigate the cessation of provision under this proposal.			

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).	N/A	Yes Demographic of users, children/young people. Negative impact on access to Education, particularly for those who may not be able to afford public transport.	N/A

<p>Disability people with disabilities / long standing conditions</p>	N/A	<p>Yes</p> <p>Impact on children with additional support needs, who may have difficulty in walking to school due to their needs. Impact on parents/carers, additional strain on caring and for those who may have children at different schools and have difficulty in getting the child to school. However, those with additional support needs may still have entitlement, if they are unable to access school by other means.</p>	N/A
<p>Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds</p>	N/A	N/A	Yes
<p>Religion or belief people with different religion and belief to</p>	N/A	N/A	Yes

include those with no beliefs			
Sex - Gender identity men or women, boys and girls	N/A	N/A	Yes This may impact men or women who are principal carers.
Pregnancy and maternity women who are pregnant and / or on maternity leave	N/A	N/A	Yes This may impact any women who are principal carers and their ability to escort children to school
Sexual orientation lesbian, gay, bisexual, heterosexual / straight	N/A	N/A	Yes
Gender reassignment - Trans/Transgender anybody whose gender identity / expression is different to the sex assigned to them at birth	N/A	N/A	Yes
Marriage and civil partnership	N/A	N/A	Yes

people who are married or in a civil partnership			
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For each negative impact identified above, please state your mitigating actions below
Travel training support can be provided through schools.
Proposals from the Scottish Government to provide free bus travel for all under 19's, would provide provision for children to travel on public bus services to access education, which would significantly mitigate the cessation of provision under this proposal.

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?
The proposals will ensure transport policy is applied consistently across the City, ensuring fairness in provision by removing discretionary transport measures. This will however be to the disadvantage of existing users and may increase disadvantage in access to education and have equality impacts on those with disabilities in increasing disadvantage for those affected.

How does this proposal contribute to the Council's Equality Outcomes ?
This proposal does not link to the Council's Equality Outcomes.

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	N/A
What impact(s) has the consultation had upon your proposal?	N/A
5.2 Evidence	
List below the evidence that has been used in this assessment.	
Internal data: This can be from customer satisfaction surveys, equality monitoring data, customer complaints and cluster specific data	N/A
Consultations with officers or partner organisations:	Consultation with Education and Schools over proposals.
External data: E.g. Available statistics, census or research data	N/A
Other (please state)	N/A

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"/>	<p>Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other alternative or be able to afford fuel costs or public transport costs.</p> <p>Promotion and education on safe walking and cycling routes to school would be undertaken. Travel training could also be provided.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</p>

<p>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</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p>Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other alternative or be able to afford fuel costs or public transport costs.</p> <p>Promotion and education on safe walking and cycling routes to school would be undertaken. Travel training could also be provided.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</p>
<p>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</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p>Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other alternative or be able to afford fuel costs or public transport costs.</p> <p>Promotion and education on safe walking and cycling routes to school would be undertaken. Travel training could also be provided.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under</p>

		19's,commencing in 2021, would provide provision for children to travel on public bus services to access education.
6.4 Area deprivation – consider where people live (rural areas) and where they work (accessibility of transport)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other alternative or be able to afford fuel costs or public transport costs. Promotion and education on safe walking and cycling routes to school would be undertaken. Travel training could also be provided. Proposals from the Scottish Government to provide free bus travel for all under 19's,commencing in 2021, would provide provision for children to travel on public bus services to access education.
6.5 Socio-economic background – social class, parents' education, employment, income.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other alternative or be able to afford fuel costs or public transport costs.

		<p>Promotion and education on safe walking and cycling routes to school would be undertaken. Travel training could also be provided.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</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 checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p>Yes - Negative impact on access to Education, as those who cannot walk or cycle to school, may have no other alternative or be able to afford fuel costs or public transport costs.</p> <p>Promotion and education on safe walking and cycling routes to school would be undertaken. Travel training could also be provided.</p> <p>Proposals from the Scottish Government to provide free bus travel for all under 19's, commencing in 2021, would provide provision for children to travel on public bus services to access education.</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>	