

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)	Budget Savings 21/22, Option No 2122059. Review and restructure of street sweeping team, work programmes and routes to reduce need for overtime and out of hours working
Function*	Environmental Services
Cluster*	Operation and Protective Services

Date of assessment*	20 January 2021
Date of committee	
Lead Officer 1*	Steven Shaw
Lead Officer 2	
Chief Officer*	Mary Reilly

Brief description of proposal (including intended outcomes and purposes) *	<p>Review and restructure of street sweeping team, work programmes and routes to reduce need for overtime and out of hours working.</p> <p>This has the potential to lead to more general litter on roads and pavements.</p>
State who is, or may be affected by this proposal and how*	<p>The proposal may also affect people with a disability. Litter and debris may increase on pavements and pedestrian areas and these may cause obstructions. This may make some areas more difficult to access or walk over and a a danger to those with visual impairments or those with mobility challenges.</p>

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			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, conscience and religion			X
Article 10 Freedom of expression			X
Article 11 Freedom of assembly and association			X
Article 12			

Right to marry and to found a family			X
Article 14 Right not to be subject to discrimination			X
Article 1 of Protocol 1 Protection of property			X
Article 2 of Protocol 1 Right to education			X
Article 3 of Protocol 1 Right to free elections			X
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			X
Article 2 non-discrimination			X
Article 3 best interests of the child			X
Article 4 implementation of the convention			X
Article 5 parental guidance and a child's evolving capacities			X

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			X
Article 11 abduction and non-return of children			X
Article 12 respect for the views of the child			X
Article 13			X

freedom of expression			
Article 14 freedom of thought, belief and religion			X
Article 15 freedom of association			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 19 protection from violence, abuse and neglect			X
Article 20			X

children unable to live with their family			
Article 21 adoption			X
Article 22 refugee children			X
Article 23 children with a disability		Litter and debris may increase on pavements and pedestrian areas and these may cause obstructions. This may make some areas more difficult to access or walk over and a danger to those with visual impairments or those with mobility challenges.	
Article 24 health and health services		Litter and debris may increase on pavements and pedestrian areas and these may cause obstructions. This may make some areas more difficult to access or walk over and a danger to those with visual	

		impairments or those with mobility challenges.	
Article 25 review of treatment in care			X
Article 26 social security			X
Article 27 adequate standard of living		Litter and debris may increase on pavements and pedestrian areas.	
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		Litter and debris may increase on pavements and pedestrian areas and these may cause obstructions. This may make some areas more	

		difficult to access or walk over.	
Article 32 child labour			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 39			X

recovery from trauma and reintegration			
Article 40 juvenile justice			X
Article 41 respect for higher national standards			X
Article 42 knowledge of rights			X
Optional Protocol on a Communications Procedure			X

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

Article 23, 24, 27 and 31.

Litter collection reduction will be minimal in and around play areas.

Educate the public to not drop litter. There are plenty of bins in the city. Civic pride.

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).			X
Disability people with disabilities / long standing conditions		Litter and debris left on pavements may be a danger to those with visual impairments and those with mobility challenges.	
Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds			X

<p>Religion or belief people with different religion and belief to include those with no beliefs</p>			X
<p>Sex - Gender identity men or women, boys and girls</p>			X
<p>Pregnancy and maternity women who are pregnant and / or on maternity leave</p>		Litter and debris left on pavements may see areas difficult to access for those with prams.	
<p>Sexual orientation lesbian, gay, bisexual, heterosexual / straight</p>			X
<p>Gender reassignment - Trans/Transgender anybody whose gender identity / expression is different to the sex assigned to them at birth</p>			X

Marriage and civil partnership people who are married or in a civil partnership			X
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For each negative impact identified above, please state your mitigating actions below

Educate the public to not drop litter. There are plenty of bins in the city. Civic pride.

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?

NA

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

NA

5. Consultation

	Yes	No
5.1 Consultation Have you undertaken any of form of consultation with any of the affected groups?		x No consultation has taken place with any group with regards to budget savings.
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.		
Internal data: This can be from customer satisfaction surveys, equality monitoring data, customer complaints and cluster specific data		Service data such as Local Environmental Audit Management surveys (LAMS), street sweeping programmes, maps, and specifications. Analysis done on street sweeping and litter complaints raised by members of the public and Councillors etc. Budget information.
Consultations with officers or partner organisations:		None
External data: E.g. Available statistics, census or research data		None
Other (please state)		

6. Fairer Scotland Duty (Socio- economic disadvantage)

Will this proposal have an impact on 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 type="checkbox"/> No <input checked="" type="checkbox"/>	
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 type="checkbox"/> No <input checked="" type="checkbox"/>	
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 Area deprivation – consider where people live (rural areas) and where they work (accessibility of transport)	Yes <input type="checkbox"/>	

	No	<input checked="" type="checkbox"/>	
6.5 Socio-economic background – social class, parents’ education, employment, income.	Yes	<input type="checkbox"/>	
	No	<input checked="" type="checkbox"/>	
6.6 You might not be discriminating, but could your proposal offer a better advantage to those in need?	Yes	<input type="checkbox"/>	
	No	<input checked="" type="checkbox"/>	

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>	