High Negative Impact identified
Medium Negative impact identified
Low or No impact Impact identified

Pre-Screening Form

Impact Assessment : Considerations under the Equality Act 2010

Budget Proposal 21-22

Service: Library and Information Service | Author: Fiona Clark | Chief Officer: Derek McGowan

	Budget Proposal	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Action proposed to reduce impact	Other Impacts / Comments
1	Review the Library Estate for suitability and scale										The service will develop and add to its online resources and programmes to ensure some access to those digitally connected. Opening hours of the remaining libraries will be reviewed and options considered to extend these including the Lock and Leave technology model which facilitates access outwith staffed hours to library buildings and services on a self-serve basis for individuals and partners. Review the criteria for Home Service and extend to include those identified with current shielding category and other potentially vulnerable individuals and families to attempt to address the inequalities caused by the closure of libraries and move to online only services.Work with public and 3rd sector organisations alongside community partners to improve access to connectivity and devices with appropriate support within people's own homes as part of connecting Scotland projects and Aberdeen City Digital initiatives.	There are medium impacts for some protected groups. Not all communities currently have access to a library within their local area while others have two or more within close proximity (1-2 miles). Size and type of buidlling also contributes to quality of experience with some unable to offer full services.
2	Reduce the value of the Fairer Aberdeen Fund by 15% (from £1,534,630 to £1,304,436)										The Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods(Further information will be provided, in the full IAA)	There are medium impacts for some protected groups
3	Reduce community project funding from revenue grants by 15%										The Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods(Further information will be provided, in the full IAA)	There are medium impacts for some protected groups
4	Reduce funding to Sistema, and work with them to increase the value of donations they receive from other organisations (from £788k to £627k)										The Council's External Funding Team could support Sistema's efforts to increase their options for local alternative funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods(Further information will be provided, in the full IAA)	There are medium impacts for some protected groups
5	Reduce the Workers Education Association grant (from £39,780 to £33,780)										Many programmes of activity unable to be delivered on a face to face setting and online options are more cost effective. Alternative providers including community projects across the city already deliver learning	No impacts
6	Reduce community centre development programme by 15% (from £243,408 to £206,897)										The Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods(Further information will be provided, in the full IAA)	There are medium impacts for some protected groups
7	Reduce learning centre development programme by 21% (£39,477 to £30,000)										This reduction is across Council managed learning centres which are supported in some by community centre management groups who operating learning programmes . This represents a reduction in operating costs.	There are medium impacts for some protected groups
8	Reduce grant to Station House Media Unit										The reduction is relatively small when considering total funding to SHMU from Council. Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods(Further information will be provided, in the full IAA)	There may be low impacts for some protected groups
9	Reduce Youth & Adult Development programme										This saving largely involves resource efficiencies and does not alter the scope of the project	No impacts

Impact Assessment : Considerations under the Fairer Scotland Duty

Budget Proposal 21-22

Service: Library and Information Service | Author: Fiona Clark | Chief Officer: Derek McGowan

	Budget Proposal	Low income / income poverty – those who cannot afford regular bills, food, clothing payments	Low and / or no wealth – those that can meet basic living costs but have no savings for unexpected spend or provision for the future	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	Area deprivation – consider where people live (rural areas) and where they work (accessibility for transport)	Socio-economic background – social class, parents' education, employment, income.	You might not be discriminating, but could your proposal offer a better advantage to those in need?	Action proposed to reduce impact	Other impacts/ Comments
1	Review the Library Estate for suitability and scale							The service will develop and add to its online resources and programmes to ensure some access to those digitally connected. Opening hours of the remaining libraries will be reviewed and options considered to extend these including the Lock and Leave technology model which facilitates access outwith staffed hours to library buildings and services on a self-serve basis for individuals and partners. Review the criteria for Home Service and extend to include those identified with current shielding category and other potentially vulnerable individuals and families to attempt to address the inequalities caused by the closure of libraries and move to online only services.Work with public and 3rd sector organisations alongside community partners to improve access to connectivity and devices with appropriate support within people's own homes as part of connecting Scotland projects and Aberdeen City Digital initiatives.	There are medium impacts for some protected groups. This is likely to have an increased impact on those from lower socio-economic groups Not all communities currently have access to a library within their local area while others have two or more within close proximity (1-2 miles). Size and type of buidlling also contributes to quality of experience with some unable to offer full services.
2	Reduce the value of the Fairer Aberdeen Fund by 15% (from £1,534,630 to £1,304,436)							The Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further support for vulnerable individuals and priority	Many people are potentially adversly affected by reduction in funding to these services. This is likely to have an increased impact on those from lower socio-economic groups
3	Reduce community project funding from revenue grants by 15%							The Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further support for vulnerable individuals and priority	Many people are potentially adversly affected by reduction in funding to these services. This is likely to have an increased impact on those from lower socio-economic groups
4	Reduce funding to Sistema, and work with them to increase the value of donations they receive from other organisations (from £788k to £627k)							The Council's External Funding Team could support Sistema's efforts to increase their options for local alternative funding, ACVO would have a role in this as well. (Further information will be provided, either here or on the full IAA)	Many people are potentially adversly affected by reduction in funding to these services. This is likely to have an increased impact on those from lower socio-economic groups
5	Reduce the Workers Education Association grant (from £39,780 to £33,780)							The Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. (Further information will be provided, either here or on the full IAA)	Little impact on from lower socio-economic groups
6	Reduce community centre development programme by 15% (from £243,408 to £206,897)							The Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further support for vulnerable individuals and priority	Many people are potentially adversly affected by reduction in funding to these services. This is likely to have an increased impact on those from lower socio-economic groups
7	Reduce learning centre development programme by 21% (£39,477 to £30,000)							The Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods(Further information will be provided, in the full IAA)	Many people are potentially adversly affected by reduction in funding to these services. This is likely to have an increased impact on those from lower socio-economic groups
8	Reduce grant to Station House Media Unit							The Council's External Funding Team could support efforts to find other sources of funding, ACVO would have a role in this as well. Alternative services and Council resources directed to further	Some people are potentially adversly affected by reduction in funding to these services. This is likely to have an increased impact on those from lower socio-economic groups
9	Reduce Youth & Adult Development programme							This saving largely involves resource budget efficiencies and does not alter the scope of the project	

Impact Assessment : Considerations under the Children's Rights

Budget Proposal 21-22

1	**Name the proposal and describe its overall aims**	
2	**What aspects of the proposal will affect children and young people up to the age of 18?** The Articles of the UNCRC and the child wellbeing indicators under the Children and Young People (Scotland) Act 2014 apply to all children and young people up to the age of 18, including non-citizen and undocumented children and young people.	All of the above aspects of the proposal will have an impact on young people. As an example, approximately 30% of those supported through the Fairer Aberdeen Fund are aged under 16. Sistema and SHMU are both youth-orientated. It is likley that a significant proportion of those using community projects and community centres will alo be young people.
3	**What likely impact – direct or indirect – will the policy/measure have on children and young people?** 'Direct' impact refers to policies/measures where children and young people are directly affected by the proposed changes, e.g. in early years, education, child protection or looked after children (children in care). 'Indirect' impact refers to policies/measures that are not directly aimed at children but will have an impact on them. Examples include: housing proposals, local transport schemes.	The review of the library estate is likely to have an impact on the development of youth literacy. Projcets such as SHMU and Sistema contribute to the development of skills which can lead to increased confidence and improved work prospects. Community Projcets and Community Centres contribute to the alleviation of child poverty.
4	**Which groups of children and young people will be affected?** Under the UNCRC, 'children' can refer to: individual children, groups of children, or children in general. Some groups of children will relate to the groups with protected characteristics under the Equality Act 2010: disability, race, religion or belief, sex, sexual orientation. 'Groups' can also refer to children by age band or setting, or those who are eligible for special protection or assistance: e.g. preschool children, children in hospital, children in rural areas, looked after children, young people who offend, victims of abuse or exploitation, child migrants, or children living in poverty.	While all children are potentially adversly affected by the closure of libraries, this is likely to have an increased impact on those from lower socio-economic groups
5	**Will this require a full IIA? Explain your reasons.**	Yes, There is an impact to a number of protected groups.

Impact Assessment : Considerations under the Human Rights

Budget Proposal 21-22

	Budget Proposal	Will your proposal have any impact on Human Rights?	Yes	No	Action proposed to reduce impact
1	Review the Library Estate for suitability and scale	Article 2: Right to life		✓	
2	Reduce the value of the Fairer Aberdeen Fund by 15% (from £1,534,630 to £1,304,436)	Article 3: Freedom from torture and inhuman or degrading treatment		✓	
3	Reduce community project funding from revenue grants by 15%	Article 4: Freedom from slavery and forced labour		✓	
4	Reduce funding to Sistema, and work with them to increase the value of donations they receive from other organisations (from £788k to £627k)	Article 5: Right to liberty and security		✓	
5	Reduce the Workers Education Association grant (from £39,780 to £33,780)	Article 6: Right to a fair trial		✓	
6	Reduce community centre development programme by 15% (from £243,408 to £206,897)	Article 7: No punishment without law		✓	
7	Reduce learning centre development programme by 21% (£39,477 to £30,000)	Article 8: Respect for your private and family life, home and correspondence		✓	
8	Reduce grant to Station House Media Unit	Article 9: Freedom of thought, belief and religion		✓	
9	Reduce Youth & Adult Development programme	Article 10: Freedom of expression		✓	
		Article 11: Freedom of assembly and association		✓	
		Article 12: Right to marry and start a family		✓	
		Article 14: Protection from discrimination in respect of these rights and freedoms		✓	
		Protocol 1, Article 1: Right to peaceful enjoyment of your property		✓	
		Protocol 1, Article 2: Right to education		✓	
		Protocol 1, Article 3: Right to participate in free elections		✓	
		Protocol 13, Article 1: Abolition of the death penalty		✓	