

# 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 proposal to reduce Community Project funding from revenue grants by 15%
Function*	Customer
Cluster*	Early Intervention and Community Empowerment

Date of assessment*	21.1.21
Date of committee	2.3.21
Lead Officer 1*	Susan Thoms
Lead Officer 2	Fiona Clark
Chief Officer*	Derek McGowan

Brief description of proposal (including intended outcomes and purposes) *	Budget proposal to reduce Community Project funding by 15%
State who is, or may be affected by this proposal and how*	<p>Aberdeen Lads Club  CFINE (Community Food Initiatives NE)  Fersands Family Centre  Fersands Community Project  Middlefield Community Project  Printfield Community Project  St Machar Parent Support Project  Station House Media Unit</p> <p>All would be affected, leading to cuts in services available for vulnerable people.</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
<b>Article 6</b> Right to a fair and public hearing			
<b>Article 7</b> No punishment without law			
<b>Article 8</b> Right to respect for private and family life, home and correspondence			
<b>Article 9</b> Freedom of thought, conscience and religion			
<b>Article 10</b> Freedom of expression			
<b>Article 11</b> Freedom of assembly and association			

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

### 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.

	<b>Positive impact</b>	<b>Negative impact</b>	<b>Neutral impact</b>
<b>Article 1</b> definition of the child			
<b>Article 2</b> non-discrimination			
<b>Article 3</b> best interests of the child			
<b>Article 4</b> implementation of the convention			
<b>Article 5</b> parental guidance and a child's evolving capacities			

<b>Article 6</b> life, survival and development			
<b>Article 7</b> birth registration, name, nationality, care			
<b>Article 8</b> protection and preservation of identity			
<b>Article 9</b> separation from parents			
<b>Article 10</b> family reunification			
<b>Article 11</b> abduction and non-return of children			
<b>Article 12</b> respect for the views of the child			
<b>Article 13</b>			

freedom of expression			
<b>Article 14</b> freedom of thought, belief and religion			
<b>Article 15</b> freedom of association			
<b>Article 16</b> right to privacy			
<b>Article 17</b> access to information from the media			
<b>Article 18</b> parental responsibilities and state assistance			
<b>Article 19</b> protection from violence, abuse and neglect			
<b>Article 20</b>			



children unable to live with their family			
<b>Article 21</b> adoption			
<b>Article 22</b> refugee children			
<b>Article 23</b> children with a disability			
<b>Article 24</b> health and health services			
<b>Article 25</b> review of treatment in care			
<b>Article 26</b> social security			
<b>Article 27</b> adequate standard of living		Reduced support for families with complex needs. Reduced support for people in food poverty.	

<b>Article 28</b> right to education			
<b>Article 29</b> goals of education			
<b>Article 30</b> children from minority or indigenous groups			
<b>Article 31</b> leisure, play and culture		Reduced facilities and services that meet the needs of young people	
<b>Article 32</b> child labour			
<b>Article 33</b> drug abuse			
<b>Article 34</b> sexual exploitation			
<b>Article 35</b> abduction, sale and trafficking			

<b>Article 36</b> other forms of exploitation			
<b>Article 37</b> inhumane treatment and detention			
<b>Article 38</b> war and armed conflicts			
<b>Article 39</b> recovery from trauma and reintegration			
<b>Article 40</b> juvenile justice			
<b>Article 41</b> respect for higher national standards			
<b>Article 42</b> knowledge of rights			
<b>Optional</b>			

Protocol on a Communications Procedure			
<b>For each negative impact identified above, please state your mitigating actions below</b>			
If support to organisations providing services for vulnerable families and children is reduced, then additional Council resources will need to be directed towards priority areas.			

#### 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](#)

	<b>Positive impact</b>	<b>Negative impact</b>	<b>Neutral impact</b>
<b>Age</b> A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30year olds).		Reduced focus on child poverty, child protection and childcare services, and also reduced support/activities for younger and older people	
<b>Disability</b> people with disabilities / long standing conditions		Reduced inclusion and wellbeing support to disabled service users and carers.	

		Poverty is linked to mental health and health inequality.	
<b>Race (including Gypsy / Travellers)</b> people from minority ethnic communities and different racial backgrounds		Reduced support for minority groups and inclusion activities	
<b>Religion or belief</b> people with different religion and belief to include those with no beliefs			Impact has been considered and is believed to minimal
<b>Sex - Gender identity</b> men or women, boys and girls		Reduced childcare which enables parents to continue with education or maintain employment. The equivalent of 60 full time jobs are funded through the programme, many of these will be part time jobs undertaken by women.	
<b>Pregnancy and maternity</b>			Impact has been considered and is believed to minimal

women who are pregnant and / or on maternity leave			
<b>Sexual orientation</b> lesbian, gay, bisexual, heterosexual / straight			Impact has been considered and is believed to minimal
<b>Gender reassignment - Trans/Transgender</b> anybody whose gender identity / expression is different to the sex assigned to them at birth			Impact has been considered and is believed to minimal
<b>Marriage and civil partnership</b> people who are married or in a civil partnership			Impact has been considered and is believed to minimal

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

If support to organisations providing services is reduced, then additional Council resources will need to be directed towards people with protected characteristics.

**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?**

Community Projects aim to address disadvantage, including those due to protected characteristics of age, sex, race and disability, and encourages participation in public life.

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

Activities contribute to EO1, EO3 and EO8. Reduction in funding, leading to a reduction in services, could negatively impact this contribution.

## 5. Consultation

<p><b>5.1 Consultation</b> Have you undertaken any of form of consultation with any of the affected groups?</p>	<p><b>No</b></p>
<p>Describe the consultation processes/methods undertaken and the number of participants/respondents</p>	
<p>What impact(s) has the consultation had upon your proposal?</p>	

<b>5.2 Evidence</b>	
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	Funded project monitoring forms
Consultations with officers or partner organisations:	
External data: E.g. Available statistics, census or research data	SIMD
Other (please state)	

## 6. Fairer Scotland Duty (Socio- economic disadvantage)

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

		<b>Mitigation</b> 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"/>	Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods



<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>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>Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods</p>
<p>6.4 Area deprivation – consider where people live (rural areas) and where they work (accessibility of transport)</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p>Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods</p>
<p>6.5 Socio-economic background – social class, parents’ education, employment, income.</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p>Alternative services and Council resources directed to further support for vulnerable individuals and priority neighbourhoods</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>	

## 7. Approval

<b>Signed off by (Chief Officer):</b>	
<b>Date:</b>	
<p>This IIA will be published on Aberdeen City Council's website under <a href="http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp">http://www.aberdeencity.gov.uk/xeq_EHRIA_Search.asp</a></p> <p>Please send this IIA in an electronic format to: <a href="mailto:equality_and_diversity@aberdeencity.gov.uk">equality_and_diversity@aberdeencity.gov.uk</a></p>	