

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 Fairer Aberdeen Fund 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 the value of the Fairer Aberdeen Fund by 15% (from £1,534,630 to £1,304,436)
State who is, or may be affected by this proposal and how*	<p>The Fairer Aberdeen Board (ACC, Partners and residents) which distributes the Fairer Aberdeen Fund on behalf of the Council.</p> <p>The Fairer Aberdeen Fund is aimed at tackling poverty and inequality, supporting initiatives and services for the most vulnerable and disadvantaged people in the City.</p> <p>95% of the Fund goes to Third sector organisations.</p> <p>All would be affected with less funding to distribute, 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
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			
Article 4 implementation of the convention			
Article 5			

parental guidance and a child's evolving capacities			
Article 6 life, survival and 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			
Article 24 health and health services			
Article 25 review of treatment in care			
Article 26 social security			

Article 27 adequate standard of living		Reduced support for families with complex needs. Reduced support for people in food poverty.	
Article 28 right to education			
Article 29 goals of education			
Article 30 children from minority or indigenous groups			
Article 31 leisure, play and culture		Reduced facilities and services that meet the needs of young people	
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			
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](#)

	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).		Reduced focus on child poverty, child protection and childcare services, and also reduced support/activities for younger and older people	

<p>Disability people with disabilities / long standing conditions</p>		<p>Reduced inclusion and wellbeing support to disabled service users and carers. Poverty is linked to mental health and health inequality.</p>	
<p>Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds</p>		<p>Reduced support for minority groups and inclusion activities</p>	
<p>Religion or belief people with different religion and belief to include those with no beliefs</p>			<p>Impact has been considered and is believed to minimal</p>
<p>Sex - Gender identity men or women, boys and girls</p>		<p>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</p>	

		part time jobs undertaken by women.	
Pregnancy and maternity women who are pregnant and / or on maternity leave			Impact has been considered and is believed to minimal
Sexual orientation lesbian, gay, bisexual, heterosexual / straight			Impact has been considered and is believed to minimal
Gender reassignment - Trans/Transgender anybody whose gender identity / expression is different to the sex assigned to them at birth			Impact has been considered and is believed to minimal
Marriage and civil partnership 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?

The Fairer Aberdeen programme aims 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

5.1 Consultation

Have you undertaken any of form of consultation with any of the affected groups?

No

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	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)

	<p>Mitigation If a negative impact has been identified, what options have you considered to modify the proposal or mitigate the impact?</p>
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<p>6.1 Low income / income poverty – those who cannot afford regular bills, food, clothing payments.</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>6.2 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>	
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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>	