

# 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)	2122041 – Re-design of Music Service
Function*	Operations
Cluster*	Education

Date of assessment*	15.01.20
Date of committee	
Lead Officer 1*	
Lead Officer 2	
Chief Officer*	Eleanor Sheppard

Brief description of proposal (including intended outcomes and purposes) *	Music Service resources will be better targeted and there will be a wider digital model which will make the service more widely available to children and young people.
State who is, or may be affected by this proposal and how*	<p>Children of school age may be affected by this proposal as it could mean that they have increased access to Music Service resource, or that they could access the resource in a different way (eg. they may access online provision instead of face to face provision).</p> <p>Music Service staff will, in keeping with others across the service, find ways of working post pandemic changed.</p>

## 2. Human Rights

## Human Rights

Does the proposal have an impact on [Human Rights](#)? Select all that apply, then record relevant impacts.

	<b>Positive impact</b>	<b>Negative impact</b>	<b>Neutral impact</b>
<b>Article 6</b> Right to a fair and public hearing			X
<b>Article 7</b> No punishment without law			X
<b>Article 8</b> Right to respect for private and family life, home and correspondence			X
<b>Article 9</b> Freedom of thought, conscience and religion			X
<b>Article 10</b> Freedom of expression			X
<b>Article 11</b> Freedom of assembly and association			X

<b>Article 12</b> Right to marry and to found a family			X
<b>Article 14</b> Right not to be subject to discrimination			X
<b>Article 1 of Protocol 1</b> Protection of property			X
<b>Article 2 of Protocol 1</b> Right to education			X
<b>Article 3 of Protocol 1</b> Right to free elections			X
<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			X This decision is neutral as it impacts all young people in Aberdeen City schools, regardless of age
<b>Article 2</b> non-discrimination			X
<b>Article 3</b> best interests of the child	X This decision is in the best interest of children and young people as it will enable wider and more equitable access to music tuition.		
<b>Article 4</b>			X This decision ensures that children’s rights continue to be protected.

implementation of the convention			
<b>Article 5</b> parental guidance and a child's evolving capacities			X This decision does not impact on parental guidance and a child's evolving capacities.
<b>Article 6</b> life, survival and development	X This decision means that more children will be given the opportunity to develop their musical skills.		
<b>Article 7</b> birth registration, name, nationality, care			X
<b>Article 8</b> protection and preservation of identity			X
<b>Article 9</b> separation from parents			X
<b>Article 10</b> family reunification			X
<b>Article 11</b>			X

abduction and non-return of children			
<b>Article 12</b> respect for the views of the child	X Pupils at some schools have expressed a desire to learn an instrument, but due to the current operating model we have been able to provide this opportunity. This decision should mean children at all schools should be able to access Music Service resources equitably.		
<b>Article 13</b> freedom of expression			X
<b>Article 14</b> freedom of thought, belief and religion			X
<b>Article 15</b> freedom of association			X
<b>Article 16</b> right to privacy			X



<b>Article 17</b> access to information from the media			X
<b>Article 18</b> parental responsibilities and state assistance			X
<b>Article 19</b> protection from violence, abuse and neglect			X
<b>Article 20</b> children unable to live with their family			X
<b>Article 21</b> adoption			X
<b>Article 22</b> refugee children			X
<b>Article 23</b> children with a disability			X

<b>Article 24</b> health and health services			X
<b>Article 25</b> review of treatment in care			X
<b>Article 26</b> social security			X
<b>Article 27</b> adequate standard of living			X
<b>Article 28</b> right to education	X This decision means that more children will have the opportunity to develop their talents to their fullest potential.		
<b>Article 29</b> goals of education			
<b>Article 30</b> children from minority or indigenous groups			X
<b>Article 31</b> leisure, play and culture	X This decision will increase the number of children able to access		

	Music service provision (cultural activity).		
<b>Article 32</b> child labour			X
<b>Article 33</b> drug abuse			X
<b>Article 34</b> sexual exploitation			X
<b>Article 35</b> abduction, sale and trafficking			X
<b>Article 36</b> other forms of exploitation			X
<b>Article 37</b> inhumane treatment and detention			X
<b>Article 38</b> war and armed conflicts			X
<b>Article 39</b>			

recovery from trauma and reintegration			
<b>Article 40</b> juvenile justice			X
<b>Article 41</b> respect for higher national standards			X
<b>Article 42</b> knowledge of rights			X
<b>Optional</b> Protocol on a Communications Procedure			
<b>For each negative impact identified above, please state your mitigating actions below</b>			
<a href="#">Add info here:</a>			

#### 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).			X
<b>Disability</b> people with disabilities / long standing conditions			X
<b>Race (including Gypsy / Travellers)</b> people from minority ethnic communities and different racial backgrounds			X
<b>Religion or belief</b> people with different religion and belief to include those with no beliefs			X
<b>Sex - Gender identity</b>			X

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

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

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**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?**

This proposal aims to advance equality by ensuring children have fair access to service resources, regardless of which school they attend.

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

This proposal aims to advance equality by ensuring children have fair access to service resources, regardless of which school they attend.

## 5. Consultation

<b>5.1 Consultation</b> Have you undertaken any of form of consultation with any of the affected groups?	YES
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Describe the consultation processes/methods undertaken and the number of participants/respondents	<i>Consultation with staff through engagement sessions and questionnaire documents. Consultation with children and young people through Google Form survey.</i>
What impact(s) has the consultation had upon your proposal?	Engagement is ongoing and views of staff and pupils will be taken into consideration as the proposal is reviewed.
<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	Pupil Voice Survey Staff Questionnaire and Engagement Event
Consultations with officers or partner organisations:	n/a
External data: E.g. Available statistics, census or research data	n/a
Other (please state)	

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

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

This proposal will not have an impact on the socio-economic inequalities.	<b>Mitigation</b> If a negative impact has been identified, what options have you considered to modify the proposal or mitigate the impact?
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<p>6.1 Low income / income poverty – those who cannot afford regular bills, food, clothing payments.</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></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 type="checkbox"/></p> <p>No <input checked="" 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 type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	
<p>6.4 Area deprivation – consider where people live (rural areas) and where they work (accessibility of transport)</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>	
<p>6.5 Socio-economic background – social class, parents' education, employment, income.</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></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

<b>Signed off by (Chief Officer):</b>	Eleanor Sheppard
<b>Date:</b>	19.01.21
<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>	