



Integrated Impact Assessment Pre-screening Stage 1

The Integrated Impact Assessment (IIA) supersedes the previous Equality and Human Rights Impact Assessment (EHRIA) form.

The pre-screening (Stage 1) will determine if your proposal requires a full impact assessment (Stage 2). Stage 2 will look at details of your proposals, the impact and any mitigations in place.

Note: This form should be completed using the guidance contained in the document: 'Guide to Completing an Integrated Impact Assessment'. Please read the guidance before completing this form.

This assessment and accompanying guidance use the term 'policy' for any activity within Aberdeen City Council. Therefore 'policy' should be understood broadly to embrace the full range of your policies, provisions, criteria, functions, practices and activities including the delivery of services - essentially everything you do.

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 of the policy / proposal 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 which will be covered in Stage 2.

<p>Title*</p> <p>Service Re-Design Stop Grants to Cultural Organisations.</p> <p>Name your business case, policy, strategy or proposal (including budget proposals)</p>	<p>Service Design -Decommission Stop grants to third party cultural organisation £300,000</p>							
<p>Is this a new or existing policy/ proposal?</p>	<p>New</p>							
<p>Brief description of policy / proposal (including intended outcomes and purposes)</p>	<p>This proposal will greatly reduce the income to the City's Cultural Organisations which will in turn profoundly impact on their ability to operate.</p> <p>There is also a high risk that some organisations may have to cease operations altogether-The organisations vulnerable to this are Citymoves Dance Agency (both the organisation and Dancelive), Castlegate Arts, Peacock Visual Arts.</p> <p>The Sound Festival and Jazz Aberdeen will also be impacted on, and this will affect their ability to programme cultural activity in the city.</p>							
<p>Do you consider that this proposal would impact on the:</p>								
<p>a. Human Rights of people?</p>	<p>Yes</p>	<p>No</p>			<p>Unsure</p>			
<p>b. Rights of Children and Young people?</p>	<p>Yes</p>	<p>No</p>			<p>Unsure</p>			
<p>What is your assessment of the impact on groups with:</p> <p>a. Protected characteristics b. Children and young people c. Other</p> <p>For example -consider the impact of your policy on people and how they will be able to access goods, services and information with no barriers.</p>	<p>H</p>	<p>High negative impact</p>	<p>H</p>	<p>M</p>	<p>L</p>	<p>N</p>	<p>P</p>	<p>U</p>
	<p>M</p>	<p>Medium negative impact</p>						
	<p>L</p>	<p>Low negative impact</p>						
	<p>N</p>	<p>No impact</p>						
	<p>P</p>	<p>Positive impact</p>						
	<p>U</p>	<p>Unsure</p>						
	<p>Age</p>	<p>x</p>						
	<p>Disability</p>		<p>x</p>					
	<p>Gender Reassignment</p>				<p>x</p>			
	<p>Marriage and Civil partnership</p>				<p>x</p>			
	<p>Pregnancy and Maternity</p>				<p>x</p>			
<p>Race</p>				<p>x</p>				
<p>Religion or Belief</p>				<p>x</p>				
<p>Sexual Orientation</p>				<p>x</p>				
<p>Children and young people</p>	<p>x</p>							
<p>Other</p>								

<p>Socio-Economic Inequalities</p> <p>Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?</p>	<p>YES</p> <p>All cultural organisations programme activities that are free for the public. The loss of these programmes will impact on the opportunity for those from lower income families to attend cultural activities in the city.</p>	<p>No</p>	<p>Unsure</p>
<p>What considerations did you have when making the above selections?</p>			
<p>Internal or existing data (detail required)</p>	<p>Reports and KPI's from Cultural Organisations.</p>		
<p>Consultations with officers or partner organisations (please list)</p>	<p>Internal consultation with ACC External Funding team, Culture Partnership and Policy.</p>		
<p>Other: Please list your sources</p>			
<p>Does this proposal contribute to the Public Sector Equality Duty to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation • Advance equality of opportunity between different groups • Foster good relations between different groups 	<p>Yes - please explain</p> <p>The removal of funding from Cultural Organisations, could be assessed as having a negative impact on advancing equality between different groups or fostering good relations between these groups.</p> <p>As Cultural Organisations would not to base activity on commercial viability only and limit opportunities for marginalised groups where there are limited income opportunities.</p>	<p>No</p>	<p>Unsure</p>
<p>Does this proposal contribute to the Council's Equality Outcomes 2021-25?</p>	<p>Yes - please explain</p>	<p>No</p>	<p>Unsure</p> <p>The removal of funding from Cultural</p>

			Organisations, could be assessed as not contributing to the Councils Equality Outcomes. As these organisations have Equality Policies in place and ensured equality across their Boards. However, those with protected characteristics will still be able to access other services which are not cultural services.
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Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).

Please provide a brief high-level summary that your policy will bring about:

Service Re-Design

Stop Grants to Cultural Organisations, will remove funding to Jazz Aberdeen, Sound Festival, Citymoves Dance Agency (both the organisation and Dancelive), Castlegate Arts & Peacock Visual Arts. This will have higher impacts on age groups and children and young people as well as the medium impact on upon those with a disability.

Will a full assessment be required?	Yes	No	Unsure
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Assessment completed by: Name and job title	Mark Bremner Culture Policy and Partnership Officer
Date:	17/01/2022
Signed and approved by Chief Officer (Name and signature)	Richard Sweetnam

If you have any queries or require this form in an alternative format, please contact equality_and_diveristy@aberdeencity.gov.uk

A fully completed and signed form should be mailed as a PDF to the above email address for publishing your assessment.



Integrated Impact Assessment

Stage 2

This stage should be completed following Stage 1 of the Integrated Impact Assessment where required.

In this stage, focus is on assessments that have a high or medium negative impact and the proposed mitigations.

Human Rights

Does the proposal have an impact on [Human Rights](#)? Identify the relevant Article and record the relevant impact and describe the mitigating steps. **No**

	High / Medium Negative impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
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		

Children and Young People’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 and record the relevant impact and describe the mitigating steps.

	High / Medium Negative impact	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Article 1 definition of the child		Article 24 health and health services
Article 2		

non-discrimination		<p>Mitigation No Mitigation There may be independent cultural organisations that could offer some of the activity, but none offer the breadth and quality of the cultural activity by these cultural organisations.</p> <p>Article 28 Medium Impact Education Mitigation No Mitigation as there are no organisations that offers Dance Higher education within their programmes.</p> <p>There may be independent dance organisations that offer classes however, none have the equivalent higher education programmes.</p> <p>Article 31 leisure, play and culture High Impact Mitigation No Mitigation as there no independent organisations that offer the equivalent in their cultural programmes.</p> <p>There may be independent performance companies and organisations that could offer some of the activity, but none offer</p>
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		the breadth and quality of the cultural activity. Potentially the costs may be higher for each participant by an independent organisation.
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	Medium - Access to cultural programmes have been evidenced to benefit mental and physical health for children.	
Article 25 review of treatment in care		
Article 26 social security		

Article 27 adequate standard of living		
Article 28 right to education Item 29	Medium - Citymoves Dance Agency provide curriculum and testing for Higher Dance to those who wish to study it in Aberdeen.	
Article 29 goals of education		
Article 30 children from minority or indigenous groups		
Article 31 leisure, play and culture	<p>High</p> <p>The removal of the budget for Cultural Organisations would lead to certain organisations not being able to continue. Citymoves Dance Agency would no longer be viable, Castlegate Arts and Peacock Visual Arts would all be at risk.</p> <p>This proposal would also mean that other organisations such as the Sound Festival and Jazz Aberdeen would lead to a reduced programme or no programme in the city.</p> <p>This would impact on children and young people's opportunity to participate in Cultural Activity such as dance, visual, music and performance programmes that impact on participants confidence and wellbeing.</p>	
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			

Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. Identify the [protected characteristics](#) that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

	High / Medium Negative impact (provide detail)	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Age	High	Age - High

<p>A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18 to 30year olds).</p>	<p>The removal of the budget for Cultural Organisations would lead to certain organisations not being able to continue. Citymoves Dance Agency, Castlegate Arts & Peacock Visual Arts would all be vulnerable.</p> <p>This proposal would also impact on organisations such as the Sound Festival and Jazz Aberdeen, and would lead to them offering a reduced programme or no programme in the city. These organisations offer professional programmes for those who wish to develop in the music sector.</p> <p>This would impact on the older age group demographic and younger age group 0-18 who attend dance, visual, music and performance workshops and activities in Aberdeen. Such as Dance for Parkinson's, and Project Strive for young men in regeneration areas.</p>	<p>Mitigation - No Mitigation Mitigation - There would be no mitigation as the are no equivalent cultural programmes in Aberdeen that people could attend that would in turn reduce the impact of the proposal.</p>
<p>Disability people with disabilities / long standing conditions</p>	<p>This proposal will impact on those people who attend all Cultural programmes as they are accessible to all. It could also see the loss of programme elements designed with disabled or participants with long-standing conditions such as the Dance for Parkinsons project at Citymoves and Step Forward the inclusive performance group programmed by City Moves Dance Agency. Music 4 U an inclusive music and performance programme at the Castlegate Arts venue would be also affected. Sound Festival have also developed expertise in working</p>	<p>Disability - Medium Mitigation - No Mitigation Mitigation - There would be no mitigation as the are no equivalent cultural programmes in Aberdeen that people could attend that would in turn reduce the impact of the proposal. There are activities for people with Parkinsons for example but not for cultural activity. The Step Forward and Music 4 U integrated Performance group have no equivalents in programming and quality by different organisations. Also, there a no organisations that</p>

	with composers who are neurodiverse and in 2021 set up a Neurotribes conference.	offer composer opportunities for neurodiverse composers.
Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds		
Religion or belief people with different religion and belief to include those with no beliefs		
Sex - Gender identity men or women, boys and girls		
Pregnancy and maternity women who are pregnant and / or on maternity leave		
Sexual orientation lesbian, gay, bisexual, heterosexual / straight		
Gender reassignment anybody whose gender identity / expression is different to the sex assigned to them at birth		
Marriage and civil partnership people who are married or in a civil partnership		

Socio-Economic Inequalities

Not every person / family has access to regular income or savings. You should therefore consider the impact of your proposal on people who might be unemployed, single parents, people with

lower education or literacy, looked after children, those with protected characteristics are just some examples.

Identify the group that your policy/ proposal affects and record the relevant impact and describe the mitigating steps.

	High / Medium Negative impact (provide detail)	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Low income / income poverty - those who cannot afford regular bills, food, clothing payments.		
Low and/or no wealth - those who 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 access to leisure or hobbies		
Area deprivation - consider where people live and where they work (accessibility and cost of transport)		
Socio-economic background - social class, parents' education, employment, income.	<p>High The removal of the budget for Cultural Organisations would lead to certain organisations not being able to continue. Citymoves Dance Agency, Castlegate Arts & Peacock Visual Arts would all be vulnerable.</p> <p>This proposal would also mean that other organisations such as the</p>	<p>High Mitigation - There would be no mitigation as there are no equivalent cultural programmes in Aberdeen that people could attend therefore reducing the impact of the proposal.</p>

	<p>Sound Festival and Jazz Aberdeen would lead to a reduced programme or no programme in the city. Jazz Aberdeen offer free activities such as Jazz at the Green which is open to all. The Sound Festival was also involved in an award winning large community project composed by Judith Weir and which was part of the Art Gallery reopening performances.</p> <p>An example of impacts would be; the removal of the Care Experience programme that is delivered by Peacock Visual Arts. The removal of Project Strive a dance programme in regeneration areas organised by City Moves Dance Agency. It would affect Castlegate Theatre programmed by Castlegate Arts which has many participants are from regeneration areas.</p>	
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Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	Yes	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	No consultation	
Summarise the changes or improvements that have been made to the policy because of the consultation.		
Set out what suggested changes or improvements that have not been made and why		

What impact(s) has the consultation had upon your proposal?	
How will this policy be monitored	
Use this section to justify why your proposal should go ahead despite the negative impacts identified.	

Authorisation and sign off: for Stage 2:

Title of Policy / proposal:	Service Re-Design Stop Grants to Cultural Organisations	
Directorate and Cluster:		
Policy and assessment author (s)	Name: Mark Bremner Job title: Culture Policy and Planning Officer Date: 17/01/2022	Name: Job title: Date:
Authorised and approved by Director or Chief Officer	Name: Richard Sweetnam Job title: Chief Officer Date: 18/01/2020	Name: Job title: Date:

Following completion and approval, please email your completed assessment to:
equality_and_diveristy@aberdeencity.gov.uk