



# 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.

Title* Name your business case, policy, strategy or proposal (including budget proposals)	Reduce the revenue grant provision to Equalities organisations.  Value of £67k.							
Is this a new or existing policy/ proposal?	New							
Brief description of policy / proposal (including intended outcomes and purposes)	This would reduce the value of grants of Equalities organisations by £67k.							
Do you consider this proposal to have an impact on the:								
a. Human Rights of people?	Yes	No	Unsure					
b. Rights of Children and Young people?	Yes	No	Unsure					
What is your assessment of the impact on groups with: a. Protected characteristics b. Children and young people c. Other  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.	<b>H</b>	High negative impact	<b>H</b>	<b>M</b>	<b>L</b>	<b>N</b>	<b>P</b>	<b>U</b>
	<b>M</b>	Medium negative impact						
	<b>L</b>	Low negative impact						
	<b>N</b>	No impact						
	<b>P</b>	Positive impact						
	<b>U</b>	Unsure						
	Age					x		
	Disability				x			
	Gender Reassignment				x			
	Marriage and Civil partnership				x			
	Pregnancy and Maternity				x			
	Race			x				
	Religion or Belief			x				
Sex				x				
Sexual Orientation				x				
Children and young people					x			
Other								
Socio-Economic Inequalities  Not every person / family has access to regular income or savings. Will your proposal have an adverse or high impact on them?	Yes	No	Unsure					
What considerations did you have when the above selections?								
Internal or existing data Please detail your sources								
Consultations with officers or partner organisations Please list your sources								

Other: Please list your sources	Existing provision and funding levels		
Does this proposal contribute to the <a href="#">Public Sector Equality Duty</a> to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?	Yes - please explain	No	Unsure
Does this proposal contribute to the Council's <a href="#">Equality Outcomes 2021-25</a> ?	Yes - please explain	No	Unsure
<b>Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).</b>			
Please provide a brief high-level summary that your policy will bring about:			
This will secure funding for Equalities organisations at a reduced rate.			
Will a full assessment be required?	Yes	No	Unsure
Assessment completed by: Name and job title	Derek McGowan Chief Officer - EI&CE		
Date:	13/1/22		
Signed and approved by Chief Officer (Name and signature)	Derek McGowan		

If you have any queries or require this form in an alternative format, please contact [equality\\_and\\_diveristy@aberdeencity.gov.uk](mailto: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. Please tick which areas it might affect and provide a summary of your mitigating actions for the negative impacts identified. You do not need to give a mitigation for each article.

### Human Rights

Does the proposal have an impact on [Human Rights](#)? Identify the relevant Article and record the relevant impact and describe as a summary the mitigating steps proposed.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Article 6</b> Right to a fair and public hearing	Not affected	
<b>Article 7</b> No punishment without law	Not affected	
<b>Article 8</b> Right to respect for private and family life, home and correspondence	Not affected	
<b>Article 9</b> Freedom of thought, conscience and religion	Not affected	
<b>Article 10</b> Freedom of expression	Not affected	
<b>Article 11</b> Freedom of assembly and association	Not affected	

<b>Article 12</b> Right to marry and to found a family	Not affected	
<b>Article 14</b> Right not to be subject to discrimination	Not affected	
<b>Article 1 of Protocol 1</b> Protection of property	Not affected	
<b>Article 2 of Protocol 1</b> Right to education	Not affected	
<b>Article 3 of Protocol 1</b> Right to free elections	Not affected	

## 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.

Please tick which areas it might affect and provide a summary of your mitigating actions. You do not need to give a mitigating step for each article.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Article 1</b> definition of the child	Not affected	
<b>Article 2</b> non-discrimination	Not affected	
<b>Article 3</b>	Not affected	

best interests of the child		
<b>Article 4</b> implementation of the convention	Not affected	
<b>Article 5</b> parental guidance and a child's evolving capacities	Not affected	
<b>Article 6</b> life, survival and development	Not affected	
<b>Article 7</b> birth registration, name, nationality, care	Not affected	
<b>Article 8</b> protection and preservation of identity	Not affected	
<b>Article 9</b> separation from parents	Not affected	
<b>Article 10</b> family reunification	Not affected	
<b>Article 11</b> abduction and non-return of children	Not affected	
<b>Article 12</b> respect for the views of the child	Not affected	
<b>Article 13</b> freedom of expression	Not affected	
<b>Article 14</b> freedom of thought, belief and religion	Not affected	
<b>Article 15</b> freedom of association	Not affected	
<b>Article 16</b>	Not affected	

right to privacy		
<b>Article 17</b> access to information from the media	Not affected	
<b>Article 18</b> parental responsibilities and state assistance	Not affected	
<b>Article 19</b> protection from violence, abuse and neglect	Not affected	
<b>Article 20</b> children unable to live with their family	Not affected	
<b>Article 21</b> adoption	Not affected	
<b>Article 22</b> refugee children	Not affected	
<b>Article 23</b> children with a disability	Not affected	
<b>Article 24</b> health and health services	Not affected	
<b>Article 25</b> review of treatment in care	Not affected	
<b>Article 26</b> social security	Not affected	
<b>Article 27</b> adequate standard of living	Not affected	
<b>Article 28</b> right to education	Not affected	
<b>Article 29</b> goals of education	Not affected	

<b>Article 30</b> children from minority or indigenous groups	Not affected		
<b>Article 31</b> leisure, play and culture	Not affected		
<b>Article 32</b> child labour	Not affected		
<b>Article 33</b> drug abuse	Not affected		
<b>Article 34</b> sexual exploitation	Not affected		
<b>Article 35</b> abduction, sale and trafficking	Not affected		
<b>Article 36</b> other forms of exploitation	Not affected		
<b>Article 37</b> inhumane treatment and detention	Not affected		
<b>Article 38</b> war and armed conflicts	Not affected		
<b>Article 39</b> recovery from trauma and reintegration	Not affected		
<b>Article 40</b> juvenile justice	Not affected		
<b>Article 41</b> respect for higher national standards	Not affected		
<b>Article 42</b> knowledge of rights	Not affected		
<b>Optional</b> 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.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<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).	Not affected	There may be an impact on Race / Religion or Belief characteristics. As this is a reduction in funding proposal rather than a proposal to stop funding, there will still be service available and accessible services. The proposal will not affect those with characteristics in a discriminatory way, but may affect support available dependent on the services prioritised by funding recipients.
<b>Disability</b> people with disabilities / long standing conditions	Not affected	
<b>Race (including Gypsy / Travellers)</b> people from minority ethnic communities and different racial backgrounds	Medium	
<b>Religion or belief</b> people with different religion and belief to include those with no beliefs	Medium	
<b>Sex - Gender identity</b> men or women, boys and girls	Not affected	
<b>Pregnancy and maternity</b> women who are pregnant and / or on maternity leave	Not affected	
<b>Sexual orientation</b>	Not affected	

lesbian, gay, bisexual, heterosexual / straight		
<b>Gender reassignment</b> anybody whose gender identity / expression is different to the sex assigned to them at birth	Not affected	
<b>Marriage and civil partnership</b> people who are married or in a civil partnership	Not affected	

### 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.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Low income / income poverty</b> - those who cannot afford regular bills, food, clothing payments.	Not affected	
<b>Low and/or no wealth</b> - those who can meet basic living costs but have no savings for unexpected spend or provision for the future	Not affected	
<b>Material deprivation</b> - those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their	Not affected	


homes or access to leisure or hobbies		
<b>Area deprivation</b> - consider where people live and where they work (accessibility and cost of transport)	Not affected	
<b>Socio-economic background</b> - social class, parents' education, employment, income.	Not affected	

### Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	<b>Yes</b>	<b>No</b>
Describe the consultation processes/methods undertaken and the number of participants/respondents		
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:

<b>Title of Policy / proposal:</b>	Reduce the revenue grant contribution to the Fairer Aberdeen Fund by 33%
<b>Directorate and Cluster:</b>	Customer Service - EI&CE

<b>Policy and assessment author (s)</b>	Name: Derek McGowan Job title: Chief Officer Date: 13/1/21	Name: Job title: Date:
<b>Authorised and approved by Director or Chief Officer</b>	Name: Derek McGowan Job title: Chief Officer Date: 13/1/21  	Name: Job title: Date:

Following completion and approval, please email your completed assessment to:  
[equality\\_and\\_diveristy@aberdeencity.gov.uk](mailto:equality_and_diveristy@aberdeencity.gov.uk)