



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)	Out of Authority Placements - Family Support							
Is this a new or existing policy/ proposal?	Yes							
Brief description of policy / proposal (including intended outcomes and purposes)	In line with delivery of 'The Promise', this budget proposal aligns with the policy intention to rebalance the profile of looked after children population. This will see more children and young people being supported to remain at home/within their family where safe to do so. (ACC remains an outlier in terms of the % of children looked after at home or within their community.) Over recent years we have seen an 11% reduction in the number of looked after children. We intend to continue to build on this trend, delivering reduced spend on care placements with independent fostering agencies and residential schools.							
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	H	High negative impact	H	M	L	N	P	U
	M	Medium negative impact						
	L	Low negative impact						
	N	No impact						
	P	Positive impact						
	U	Unsure						
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.	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					X		
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					

<p>What considerations did you have when the above selections?</p> <p>The impact of this proposal will aim to support more children and young people remain within their family and community. This aligns to delivery of the key objective of The Promise. It will require all agencies to think about how they intervene to support more children/young people to remain at home/within the care of their family where it is safe to do so.</p> <p>Aligned to this is work to redesign “family support” across clusters to ensure families have access to effective early and preventative support that negates the need for SW intervention. This will require Tier 2 services to develop their capacity to ‘hold’ and support families beyond current thresholds. It is acknowledged that the decision making of placing children in care settings does not sit solely with the LA and the independent role of the Courts and Children’s Hearing can impose financial demands on the LA.</p>			
Internal or existing data <i>Please detail your sources</i>	Strong tracking of data is in place alongside benchmarking with other LA’s.		
Consultations with officers or partner organisations <i>Please list your sources</i>	Proposal fully discussed with the extended management team of CSW and Education.		
Other: <i>Please list your sources</i>			
Does this proposal contribute to the Public Sector Equality Duty 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 Equality Outcomes 2021-25 ?	Yes - please explain	No	Unsure
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: Resolves budget anomaly whereby to budget lines exist for the one budget.			
Will a full assessment be required?	Yes	No	Unsure
Assessment completed by: Name and job title	Graeme Simpson		
Date:	13-1-22		
Signed and approved by Chief Officer (Name and signature)	Graeme Simpson		

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. 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.

	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	Neutral	
Article 7 No punishment without law	Neutral	

Article 8 Right to respect for private and family life, home and correspondence	Medium	The proposal will aim to support children and young people remain within their family
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.

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.

	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	Neutral	Intervention will continue to ensure best interests of the child	
Article 2 non-discrimination	Neutral		
Article 3 best interests of the child	Medium		
Article 4 implementation of the convention	Neutral		
Article 5 parental guidance and a child's evolving capacities	Neutral		
Article 6 life, survival and development	Neutral		
Article 7 birth registration, name, nationality, care	Neutral		
Article 8 protection and preservation of identity	Medium		Supporting children to remain within their family will enhance their sense of identity.
Article 9 separation from parents	Medium		Supporting children to remain within their family will minimise the risk of separation from parents except where the risk of significant harm and the child's best interests is otherwise.
Article 10 family reunification	Medium		Where children need to be removed from their parents' family reunification will always be the

		initial focus of our intervention - overseen by the legal process
Article 11 abduction and non-return of children	Neutral	
Article 12 respect for the views of the child	Medium	The voice of the child will always be central to planning arrangements.
Article 13 freedom of expression	Neutral	
Article 14 freedom of thought, belief and religion	Neutral	
Article 15 freedom of association	Neutral	
Article 16 right to privacy	Neutral	
Article 17 access to information from the media	Neutral	
Article 18 parental responsibilities and state assistance	Neutral	
Article 19 protection from violence, abuse and neglect	Medium	The protection from abuse and neglect will continue to be central to intervention. This will require a clear appreciation of all risk factors.
Article 20 children unable to live with their family	Medium	Where a child cannot remain with family members their care arrangements will meet their best interests and they will experience loving nurturing relations with their carers.
Article 21 adoption	Medium	Adoption will be pursued where it is in the child's best interests. Adopters will be supported to promote the child's birth origins and maintain appropriate contact with birth family.
Article 22 refugee children	Neutral	

Article 23 children with a disability	Medium	<p>Children with a disability will have their support needs assessed to ensure all possible support is given to their parents to enable them to remain within the care of their family.</p> <p>All looked after children will have their care reviewed in accordance with legislative arrangements. All reviews will involve the child and family members.</p> <p>The planning for children considers their holistic needs included what support is required to enable the to fulfil their potential.</p> <p>As above</p> <p>Children have the right to be protected from the harms of drug abuse. Planning will take account of this and other risks.</p> <p>Children have the right to be protected from the harms of exploitation. Planning will take account of this and other risks.</p> <p>As article 34</p>
Article 24 health and health services	Neutral	
Article 25 review of treatment in care	Medium	
Article 26 social security	Neutral	
Article 27 adequate standard of living	Neutral	
Article 28 right to education	Medium	
Article 29 goals of education	Medium	
Article 30 children from minority or indigenous groups	Neutral	
Article 31 leisure, play and culture	Neutral	
Article 32 child labour	Neutral	
Article 33 drug abuse	Medium	
Article 34 sexual exploitation	Medium	
Article 35 abduction, sale and trafficking	Neutral	
Article 36 other forms of exploitation	Medium	

Article 37 inhumane treatment and detention	Neutral		
Article 38 war and armed conflicts	Neutral		
Article 39 recovery from trauma and reintegration	Medium	Enabling children to recover from abuse and neglect is central to sw intervention and this proposal will not affect this.	
Article 40 juvenile justice	Medium	This proposal is aligned to the intention to ensure young people are not incarcerated but otherwise supported in the community.	
Article 41 respect for higher national standards	Medium		
Article 42 knowledge of rights	Medium	CSW have enhanced the capacity of our Rights Service ensuring children are supported to access independent advocacy.	
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	Mitigations Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
Age A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18 to 30 year olds).	Neutral	
Disability	Neutral	

people with disabilities / long standing conditions		
Race (including Gypsy / Travellers) people from minority ethnic communities and different racial backgrounds	Neutral	
Religion or belief people with different religion and belief to include those with no beliefs	Neutral	
Sex - Gender identity men or women, boys and girls	Neutral	
Pregnancy and maternity women who are pregnant and / or on maternity leave	Neutral	
Sexual orientation lesbian, gay, bisexual, heterosexual / straight	Neutral	
Gender reassignment anybody whose gender identity / expression is different to the sex assigned to them at birth	Neutral	
Marriage and civil partnership people who are married or in a civil partnership	Neutral	

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	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.	Neutral	
Low and/or no wealth - those who can meet basic living costs but have no savings for unexpected spend or provision for the future	Neutral	
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	Neutral	
Area deprivation - consider where people live and where they work (accessibility and cost of transport)	Neutral	
Socio-economic background - social class, parents' education, employment, income.	Neutral	

Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	Yes	No – The proposals are fully aligned to The Promise which was based on extensive consultation
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		with children and families.
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:

Title of Policy / proposal:		
Directorate and Cluster:		
Policy and assessment author (s)	Name: Job title: Date:	Name: Job title: Date:
Authorised and approved by Director or Chief Officer	Name: Job title: Date:	Name: Job title: Date:

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