



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* Name your business case, policy, strategy or proposal (including budget proposals)</p>	<p>Aberdeen City Region Deal (ACRD)</p>
<p>Is this a new or existing policy/ proposal?</p>	<p>Existing Proposal</p>
<p>Brief description of policy / proposal (including intended outcomes and purposes)</p>	<p>Aberdeen City Region Deal (“the Deal”) is one delivery mechanism for the Region’s economic vision which focuses on transformational investment supporting the evolution of the region’s key sectors, sustainable business growth and creating green jobs for the future.</p> <p>This Deal consists of a blend of public and private sector partners to stimulate diversification of the economy into new areas of activity and markets through programme areas of: Innovation; Digital; Transport; and Inclusive Economic Growth.</p> <p>The industry-led Net Zero Technology Centre, formally known as Oil & Gas Technology Centre (OGTC) was established to maximise the potential of the North Sea. It is already delivering significant results as it drives forward the organisation’s key goals; to help maximise economic recovery from the UK continental shelf, anchor the supply chain in the North-East of Scotland, and create a culture of innovation in the region. These are driven through Solution Centres, National Centres, Tech X accelerator and the Innovation Hub.</p> <p>In addition, the Deal supports both the life sciences and food, drink and agriculture sectors. The BioHub project seeks to accelerate growth and build on the strengths of the Life Sciences cluster in the North East of Scotland by leveraging the experience and knowledge of existing companies in the region, including NovaBiotics, TauRx and Elasmogen and the research base within the University of Aberdeen, Robert Gordon University, the Rowett Institute and the James Hutton Institute.</p> <p>BioHub will facilitate the region’s vibrant Life Sciences cluster and create a supportive ecosystem to accelerate the number of spinouts, new starts and growth companies, capitalising on our regional assets and strong collaborative links – the triple helix of</p>

	<p>clinical, commercial and academic researchers on the Foresterhill Health campus, Europe's largest integrated medical, research and teaching location.</p> <p>The Food Hub (SeedPod) will accelerate growth and innovation of existing businesses and start-ups. The food and drink sector has long been important in the North East with 17,000 individuals employed across the sector. The purpose of this project to encourage entrepreneurs to convert ideas to start-ups, increase the rate of adoption of new technology and productivity rates, increase investment in research to accelerate innovation and increase turnover growth rates to 5% per annum. SeedPod will be located on SRUC's Craibstone campus near Aberdeen providing incubator space, product development kitchens and demonstrator space, and will deliver support programmes based on strong consumer insights, to encourage the growth of a vibrant sector.</p> <p>The most tangible benefit of the Deal to our new way of working is in the digital progress we are making with the transformation of Aberdeen to a Gigabit City. Improving the region's digital infrastructure addresses constraints to both growth and inclusion to benefit the long-term future of the local economy. Digital connectivity drives innovation through the better use of physical and digital assets to enhance public and private service delivery, to tackle inequality and to improve social outcomes.</p> <p>The Deal's investment in Transport will support connectivity for all and support for the Aberdeen South Harbour expansion recognises its strategic importance, not just to the energy sector, but also to the wider diversification of the region.</p> <p>The Deal is consistent with the Aberdeen Regional Economic Strategy (RES) and considers the Public Sector Equality Duty and Fairer Scotland Duty, identifying people impacts, actively considering how we can reduce inequalities of outcome caused by socioeconomic disadvantage and applicable mitigation measures.</p>		
Do you consider this proposal to have an impact on the:			
a. Human Rights of people?	<p>Yes X</p> <p>This response reflects the positive impact described in following sections in relation to freedom of discrimination, progressive</p>		
	<table border="1"> <tr> <td data-bbox="1841 1190 1955 1311">No</td> <td data-bbox="1955 1190 2103 1311">Unsure</td> </tr> </table>	No	Unsure
No	Unsure		

	approaches to fair work practices, gender equality encouragement and promotion of a culture of respect.							
	Yes X This response reflects the positive impact described in following sections in relation to community engagements and skills development programmes.	No						Unsure
<p>What is your assessment of the impact on groups with:</p> <p>a. Protected characteristics</p> <p>b. Children and young people</p> <p>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>	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							
	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 (Tourism)					X			
Socio-Economic Inequalities	Yes X The Aberdeen City Region Deal Transport links project assessed positive impact as the project will deliver improvements to the existing infrastructure with the provision of a new bridge over the railway and active travel routes. In addition, the road may potentially increase the economic potential of businesses in and around Aberdeen South Harbour and improving local job creation.	No						Unsure
What considerations did you have when making the above selections?								

<p>Internal or existing data Please detail your sources</p>	<p>All organisations working within the Aberdeen City Region Deal have a responsibility to promote equality, prevent discrimination and protect the human rights of their employees, customers, service users and everyone affected by their policies and plans.</p> <p>Recognising the investment and commitments from stakeholders that the Deal is delivering, the potential impact upon protected characteristics has been considered and addressed by taking into account views and input from organisations such as Disability Equity Partnership (DEP) and community consultations (Transport), skills development programmes (NZTC) that link in with schools, colleges and universities to ensure alignment between the skills needed and training provided. Further funding has been awarded through the North East Economic Regional Skills Funds providing further opportunities related to these sectors. Compassionate and considerate approaches to physical, social and information accessibility will be integral to the Design of facilities such as SeedPod and BioHub. Recent announcement that the Full Fibre Project is the winner of the prestigious “Go Awards” (Social Value Category) demonstrates our achievements in the procurement and progressive approaches to fair work practices. In addition, the Deal will continue to promote gender equality in job opportunities, as well as encouraging gender equality in the use of all service and facilities.</p> <p>Overall, the Deal projects take part in engagement with communities, schools, colleges, universities and community donations. Last year alone, the Deal has hosted 6 Student placements, 7 apprenticeships, 23 Internships and 5 Career Ready students.</p> <p>For further information on how each project considers these approaches, engagements, and applicable mitigation measures, please see the Aberdeen City Region Deal Benefits Realisation Plan.</p>
<p>Consultations with officers or partner organisations Please list your sources</p>	<p>The setup of the Aberdeen City Region Deal Governance structure of the Joint Committee, Programme Board, Programme Management Office (PMO) and UK/SG supports this proposal to reduce unfair or unequal effects on different groups of people within the community or the workforce and promotes a culture of respect. Joint Committee members, the Programme Board and Project Managers have all undertaken the Equalities Training delivered by the Equalities Commission. Access to this training is available for new members on request if required.</p>

<p>Other: Please list your sources</p>	<p>The Aberdeen City Region Deal Benefits Realisation Plan (BRP) details the realisation of benefits across the Programme, bringing focus and alignment to wider regional cohesion and economic development benefits achieved by utilising partner resources.</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>	<p>Yes – please explain In order to advance equality of opportunity between people who share a protected characteristic and those who do not, projects with building works take steps to ensure that there are no adverse impacts and that the building itself will be fully accessible, with ramps for mobility and inclusive signage etc for those who have visual impairments or mobility issues.</p>	<p>No</p>	<p>Unsure</p>
<p>Does this proposal contribute to the Council's Equality Outcomes 2021-25?</p> <p>Shire outcomes link</p>	<p>Yes – please explain The Aberdeen City Region Deal will support delivery of refreshed proposal to the Council's Equality Outcomes 2021-2025 by:</p> <p>EO1</p> <ul style="list-style-type: none"> Increasing the accessibility of information and extending access to diverse services. For example, the refreshed Aberdeen City Region Deal website has functionality to translate website content into different languages to ensure everyone has access to the information. It is important to recognise that the Deal support in digital connectivity allow people to take advantage of online education resources, or elderly and those with disabilities to access online services from home that would not be possible without reliable access to fast broadband. <p>EO 2</p> <ul style="list-style-type: none"> Recognising that diverse communities in Aberdeen and Aberdeenshire should have an increased sense of safety and belonging within their neighbourhood, the Deal development of proposals for innovative transport pilot projects aimed at providing inclusive transport connectivity, including Transport Mobility Hubs, in both urban and rural settings, enabling vehicle e-charging and uptake of alternative mobility solutions supported by Digital Applications. <p>EO 3</p>	<p>No</p>	<p>Unsure</p>

	<ul style="list-style-type: none"> The increased of digital accessibility allow more people to access online civic resources such as live streaming of Council and Committee meetings, online registers of committee decisions, agenda and reports. Additionally, the Deal partners and connected stakeholders aim to encourage and inspire different communities that everyone have fair opportunities. In April 2021, the Net Zero Technology Centre's CEO Colette Cohen along with five other inspiring female leaders in the energy sector came together to discuss their career paths; the challenges they have faced, the highs and lows, and everything in between. You can revisit the event in the recording available on here. 		
Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).			
<p>Please provide a brief high-level summary that your policy will bring about:</p> <ul style="list-style-type: none"> The Digital Connectivity will improve the City Region's physical capital by leveraging public sector funding to develop the region's digital infrastructure and encourage further private sector investment. Additionally, by addressing market failures that prevented the private sector roll out of superfast fibre, the digital theme improves the region's human and social capital, as it will increase access to superfast broadband which will allow residents to take advantage of the growth in working from home and remain connected online. Provide economic benefits due to more efficient commuting, business related travel and wider economic benefits from improved transport infrastructure. Create an entrepreneurial environment and infrastructure that inspires and supports companies and individuals to innovate and grow Have engaged and committed leaders, with the Council and partners working together to reduce inequality and promote a culture of respect. 			
Will a full assessment be required?	Yes	No X	Unsure
Assessment completed by: Name and job title	Aigul Gray, ACC – ACRD Project Support		
Date:	11 January 2023		

Signed and approved by Chief Officer
(Name and signature)



Richard Sweetnam, Chief Officer

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.