

APPENDIX 7

Labour Proposal	Positive Impacts on Protected Characteristics	Negative Impacts on Protected Characteristics	Mitigations
NYOP to distribute 22/23 surplus to Sport Aberdeen to fund services in 2024/25	Any funding to improve physical activity and wellbeing will be a positive especially if distributed fairly across classes and activities that are inclusive for ages, abilities, interest, etc.		
Reduce Spectra General Revenue budget line - now funded by UK Shared Prosperity Fund (UKSPF), approved F&R Cttee 30/1/24	Spectra is seen as a highly attended event that is non-religious and is open to all. Impacts will vary on where is the money being aligned to.	Any reduction will be perceived as negative as the event brings income to surrounding businesses, volunteering opportunities and puts Aberdeen as an attractive place to visit.	Clear communication with organisers and communities to ensure awareness that the funding has shifted and not removed.
Increase PCN Charge for Bus Lane Enforcement to fund Road Maintenance in 2024/25	<p>This would improve road standards assuming there is resource available to undertake the works.</p> <p>Improves road network access particularly of those walking and cycling. This would have the greatest impact Age, Disability Sex and Pregnancy/Maternity categories. Older and younger road users would see a decreased risk when walking and cycling, as would those with disabilities. It would also reduce the risk to woman when pregnant or on maternity and</p>	<p>This option would take money away from harder to fund walking and cycling projects</p> <p>Where citizens make an error by entering a bus lane and receive a Penalty Charge Notice, this would have the high impact to those with low income and from an area of deprivation. That said, car ownership is lower in these areas, reducing the overall impact and this is still a contravention even in the event of an error being made.</p>	

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	<p>using the road network for active travel modes.</p> <p>Those from low income households and from areas of deprivation have lower car ownership and therefore would be positively impacted through the reduced risk that an improved road network provided when walking and cycling.</p>		
Common Good to enable delivery of Cultural Grants Programme	<p>Increases culture offer across the city with an overall positive impact on opportunities to participate, belong and civic pride in the Aberdeen.</p> <p>Contributes to fostering good relations with groups with protected characteristics.</p>	<p>If not communicated well, such opportunities and events are missed out by groups and overall success can be low.</p> <p>Where programmes might not be fully inclusive (accessible, Sign Language, etc) the benefit may be only realised by those who can access this.</p>	<ul style="list-style-type: none"> • Inclusive communications plans • Support with grant applications.
Common Good to enable delivery of Cultural Development Programme	As above and if focussing on the development aspect, it may increase employment opportunities for various groups.	Where programmes might not be fully inclusive (accessible, cost, interest, British Sign Language, etc) the benefit may be only realised by those who can access this.	
Re-open all 6 Libraries	<p>Refer to existing IIAs:</p> <p>Review of Woodside Library</p> <p>Review of Northfield Library</p> <p>Review of Kaimhill Library</p> <p>Review of Ferryhill Library</p>		

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	Review of Cults Library Review of Cornhill Library		