

APPENDIX 7

Conservative Proposal	Positive Impacts on Protected Characteristics	Negative Impacts on Protected Characteristics	Mitigations
<p>NYOP to distribute 22/23 surplus to Sport Aberdeen to fund services in 2024/25</p>	<p>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.</p>		
<p>Reduce Common Good funding of maintenance in parks and those funds used to support Sport Aberdeen to achieve a revenue budget saving</p>		<p>Reducing Common Good funding of maintenance in parks will have a negative impact on Protected Characteristics. Reduction in maintenance will impact on all users of parks but in particular children, older people and people with disabilities. All parks across the city will be affected with parks standards reduced. The parks will see a decline that will be difficult to come back from.</p>	
<p>Allocate Bus Lane Enforcement (BLE) Income to fund road maintenance</p>	<p>Road maintenance will be seen as positive. Aberdeen City Council - Summary reports :: FixMyStreet highlights this as an increasing issue across Aberdeen city with central areas with multiple issues.</p> <p>Positive for cyclists, road users. Will this cost cover footway</p>	<p>Decline in income generation over time.</p>	<p>Maintenance profile would be adjusted over time to reflect any decrease in projected income.</p>

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	maintenance? If so, positive for young people, people with disabilities and anyone walking or wheeling on footpaths.		
Sale of private license plate of Lord Provost Civic Car	Please insert where the proceeds are being allocated – presumably positive.	None.	None required.
An allocation of £300,000 to work in collaboration with police scotland with the aim of seeing increased police presence in the city centre. This will affect communities positively as there has been an increase in incidents in the city centre due to a range of factors.	<p>More vulnerable groups can be affected by increase in crime and social disturbances than others, thus the increased provision of support should help those with protected characteristics.</p> <p>This would support the work to reduce The Crime in the City which tends to be targeted at Disability, Race, LGBT, Sexual Orientation predominantly</p> <p>Safer city – women(reclaim the night) , young people, late night workers, nighttime economy would benefit from this.</p> <p>Supports Council’s equality outcomes – Safety and belonging.</p> <p>Opportunity to recruit more policing staff perhaps.</p>	None	None

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<p>Redundancies from reduction in non-statutory services - report to F&R Committee, 8 May 2024 with proposals, costs funded by Service Concession Reserve</p>	<p>Refer to existing IIAs –</p> <ul style="list-style-type: none"> 1. IIA Workforce Reduction, Restructure and Redesign 2. IIA Recruitment and Selection Processes (including. Redeployment, Job Matching and Selection for Development Opportunities) 3. IIA Job Evaluation Scheme 		