



Aberdeen City
Health & Social Care
Partnership

A caring partnership

INTEGRATED IMPACT ASSESSMENT

Areas for Consideration of Impact

Protected Characteristics

Age: older people; middle years; early years; children and young people.
Disability: physical impairments; learning disability; sensory impairment; mental health conditions; long-term medical conditions.
Gender Reassignment: people undergoing gender reassignment
Marriage & Civil Partnership: people who are married, unmarried or in a civil partnership.
Pregnancy and Maternity: women before and after childbirth; breastfeeding.
Race and ethnicity: minority ethnic people; non-English speakers; gypsies/travellers; migrant workers.
Religion and belief: people with different religions or beliefs, or none.
Sex: men; women; experience of gender-based violence.
Sexual orientation: lesbian; gay; bisexual; heterosexual.

Fairer Scotland Duty

Low income – those who cannot afford regular bills, food, clothing payments
Low Wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future.
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
Area of Deprivation/Communities of Place - consider where people live and where they work (accessibility and cost of transport)
Socio-Economic Background - social class, parents' education, employment, income.

Health Inequality (those not already covered in the Fairer Scotland Duty)

Low literacy / Health Literacy includes poor understanding of health and health services (health literacy) as well as poor written language skills.
Discrimination/stigma – negative attitudes or treatment based on stereotyping. Discrimination can be direct or indirect and includes harassment and victimisation.
Health and Social Care Service Provision - availability, and quality/affordability and the ability to navigate accessing these.
Physical environment and local opportunities - availability and accessibility of housing, transport, healthy food, leisure activities, green spaces, air quality and housing/living conditions, exposure to pollutants, safety of neighbourhoods, exposure to crime, transmission of infection, tobacco, alcohol and substance use.
Education and learning - availability and accessibility to quality education, affordability of further education, Early Years development, readiness for school, literacy and numeracy levels, qualifications.

Human Rights (note only the relevant ones are included below)

Article 2 - The right to life (absolute right) – everyone has the right to life, liberty and security of person which includes access to basic necessities and protection from risks to their life from self or others.
Article 3 - The right not to be tortured or treated in an inhuman or degrading way (absolute right) - which includes anything that causes fear, humiliation intense physical or mental suffering or anguish.
Article 5 - The right to liberty (limited right) – and not to be deprived of that liberty in an arbitrary fashion.
Article 6 - The right to a fair trial (limited right) – including the right to be heard and offered effective participation in any proceedings.
Article 8 - The right to respect for private and family life, home and correspondence (qualified right) – including the right to personal choice, accessible information and communication, and participation in decision-making (taking into account the legal capacity for decision-making).
Article 9 - The right to freedom of thought, belief and religion (qualified right) - including conduct central to beliefs (such as worship, appropriate diet, dress etc.)
Article 10 - The right to freedom of expression (qualified right) – to hold and express opinions, received/impart information and ideas without interference
Article 14 - The right to no discrimination – not to be treated in a different way compared with someone else in a similar situation. Indirect discrimination happens when someone is treated in the same way as others that does not take into account that person's different situation. An action or decision will only be considered discriminatory if the distinction in treatment cannot be reasonably and objectively justified.

UNCRC

Article 2 non-discrimination	Article 15 freedom of association	Article 30 children from minority or indigenous groups
Article 3 best interests of the child	Article 16 right to privacy	Article 31 leisure, play and culture
Article 4 implementation of the convention	Article 17 access to information from the media	Article 32 child labour
Article 5 parental guidance and a child's evolving capacities	Article 18 parental responsibilities and state assistance	Article 33 drug abuse
Article 6 life, survival and development	Article 19 protection from violence, abuse and neglect	Article 34 sexual exploitation
Article 7 Birth, registration, name, nationality, care	Article 20 children unable to live with their family	Article 35 abduction, sale and trafficking
Article 8 protection and preservation of identity	Article 22 refugee children	Article 36 other forms of exploitation
Article 9 separation from parents	Article 23 children with a disability	Article 37 inhumane treatment

		and detention
Article 10 family reunification	Article 24 health and health services	Article 38 war and armed conflicts
Article 11 abduction and non-return of children	Article 25 review of treatment in care	Article 39 recovery from trauma and reintegration
Article 12 respect for the views of the child	Article 26 Benefit from social security	Article 40 juvenile justice
Article 13 freedom of expression	Article 27 adequate standard of living	Article 42 knowledge of rights
Article 14 freedom of thought, belief and religion	Article 28 right to education	

Specific groups and duties

Looked after (incl. accommodated) children and young people
Carers: paid/unpaid, family members.
Homelessness: people on the street; staying temporarily with friends/family; in hostels, B&Bs.
Involvement in the criminal justice system: offenders in prison/on probation, ex-offenders.
Addictions and substance misuse
Refugees and asylum seekers
Staff: full/part time; voluntary; delivering/accessing services.
Consumer Duty
Armed Forces Covenant

ACHSCP Impact Assessment – Stage 1 – Proportionality and Relevance

Name of Policy or Practice being developed	ACHSCP Strategic Plan 2025-2029
Name of Officer completing Proportionality and Relevance Questionnaire	Stuart Lamberton Transformation Programme Manager ACHSCP
Date of Completion	4 February 2025
What is the aim to be achieved by the policy or practice and is it legitimate?	<p>The ACHSCP Strategic Plan 2025-2029 aims to empower communities to achieve healthy fulfilling lives by modernising service delivery and shifting our focus towards prevention and early intervention. It sets our strategic direction, the priorities required to achieve this, and the services that will be required. The Delivery Plan clearly defines the actions required to achieve the aims set out in our Strategic Plan.</p> <p>Section 29 of the Public Bodies (Joint Working) (Scotland) Act 2014 requires the IJB to prepare and publish a Strategic Plan. An annual report will be compiled and presented to the IJB as part of the governance responsibilities of the IJB.</p>
What are the means to be used to achieve the aim and are they appropriate and necessary?	<p>Under each aim there are several priorities which set out how our aims will be achieved. These priorities will each have associated workstreams, programmes, and projects to be delivered. These are represented in the Delivery Plan.</p> <p>Each action in the delivery plan will undergo separate engagement and consultation as part of the ACHSCP Integrated Impact Assessment process. This is necessary and will provide the rationale, understanding, and the voice of lived experience for each impact that may affect specific groups, duties or rights.</p> <p>The Strategic Plan has already been out for public consultation and the feedback gathered is presented in this report.</p>
If the policy or practice has a neutral or positive impact, please describe it here.	<p>The Strategic Plan aims to empower communities to achieve fulfilling and healthy lives, therefore it is expected our policies and practices will reflect that and ultimately have a positive impact.</p> <p>However, ACHSCP are cognisant of the fact we need to make our services both affordable and sustainable, this is reflected in our resource and financial planning. With that in mind some future decisions may negatively impact specific groups, duties, or rights. As highlighted,</p>

	reassurance can be provided that robust IIAs will be carried out as part of annual reporting and/or as part of individual workstreams and projects under the Delivery Plan. All of these will be reported through the IJB.
Is an Integrated Impact Assessment required for this policy or decision (Yes/No) Note – if multiple assessments are required, please complete a separate template for each of these and embed them in the section below ‘Rationale for Decision’ with a brief supporting narrative. This will ensure all relevant assessments are connected regardless of the stage they are at in the process.	Yes. Multiple IIAs will be required, and these will be reported either through ACHSCP Strategic Plan annual reports or as part of individual workstreams and projects under the Delivery Plan. All of these will be reported through the IJB.
Rationale for Decision NB: consider: - <ul style="list-style-type: none"> • How many people is the proposal likely to affect? • Have any obvious negative impacts been identified? • How significant are these impacts? • Do they relate to an area where there are known inequalities? • Why are a person’s rights being restricted? • What is the problem being addressed and will the restriction lead to a reduction in the problem? • Does the restriction involve a blanket policy, or does it allow for different cases to be treated differently? • Are there existing safeguards that mitigate the restriction? 	<p>The Proportionality and Relevance section of the ACHSCP IIA process will be considered as part of each workstream, programme, and project under the ACHSCP Strategic Plan 2025-2029. These will be reported to the IJB as they progress</p> <p>Although the ACHSCP Strategic Plan 2024-2029 is expected to have positive impacts there is also the possibility of some negative impacts. These will be identified as the delivery of the plan progresses. The IIA process will ensure when these impacts are identified that they are recorded and the voice of lived experience helps to inform decision making. The financial pressures and expectations were set out in the Medium-Term Financial Framework which was presented to the IJB on 18 March 2025</p> <p>The IJB will receive annual reports in relation to the delivery of the Strategic Plan. The IJB will also receive reports as part of individual workstreams and projects under the Delivery Plan. Each of these will include existing safeguards and mitigations that may already be in place or required to be put in place.</p>
Decision of Reviewer	Approved
Name of Reviewer	Alison MacLeod
Date	9 June 2024

Scottish Specific Public Sector Duties (SSPSED)

Procured, Tendered or Commissioned Services

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children's rights and the Fairer Scotland duties be addressed?

One of our main enablers is collaboration, and this includes a large proportion of our Commissioned services. Each of our Commissioned services are obliged to work fully in compliance with equality and human rights legislation, and Fairer Scotland Duties.

ACHSCP Impact Assessment – Stage 2 – Impact Assessment

Description of Policy or Practice being developed including intended aim.	
Is this a new or existing policy or practice?	
Name of Officer Completing Impact Assessment	
Date Impact Assessment Started	
Name of Lead Officer	
Date Impact Assessment approved	

Summary of Key Information

Groups or rights impacted.	
Feedback from consultation and engagement and how this informed development of the policy or practice	
Performance Measures identified, where these will be reported and how impact will be monitored.	

Review

Date the Impact will be reviewed	
Rationale for Date	

Having considered all of the groups, duties and rights in the list at Appendix A of the Guidance on Impact Assessment could this policy or practice have a negative impact on any of the following. Please answer Yes or No. If you answer Yes, please specify precisely which particular group, duty or right will be impacted and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics			
Fairer Scotland Duty			
Health Inequality			
Specific Groups			
Human Rights			
UNCRC			

Will there be any cumulative impacts between this policy or decision and others	Yes		No	
Describe what this cumulative impact will be and include evidence mitigations in the sections below				

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions

ACHSCP Impact Assessment – Stage 4 – Review

Name of Impact Assessment being reviewed	
Name of Officer completing review	
Date Review Commenced	
Reason for Review (scheduled or accelerated)	
Reason for Accelerated Review	
Name of Lead Officer	
Date Review Completed	

Summary of Key Information

What amendments have been identified to the original Impact Assessment?	
What evidence do you have for these amendments?	
What actions have you taken to review the policy or practice in light of the review?	

Having considered all of the groups, duties and rights in the list at Appendix A of the Guidance on Impact Assessment has the impact of this policy or practice changed from the original assessment? Please answer Yes or No. If you answer Yes, please specify precisely what change has occurred and which particular group, duty or right it affects and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics			
Fairer Scotland Duty			
Health Inequality			
Specific Groups			
Human Rights			
UNCRC			

Will there be any cumulative impacts between this policy or decision and others	Yes		No	
Describe what this cumulative impact will be and include evidence mitigations in the sections below				

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place in light of the changes identified above.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions