



# 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><b>Title*</b> Name your business case, policy, strategy or proposal (including budget proposals)</p>	<p>City Centre Masterplan Update 29 February 2022 RES/22/137</p>
<p>Is this a new or existing policy/proposal?</p>	<p>The report updates on existing policy progress of the city centre masterplan refresh to the City Growth and Resources Committees of May, August and November 2021, and Council of 28 February 2022: (The following links to the approved reports)</p> <ul style="list-style-type: none"> <li>• May 2021 - <a href="#">210511 CGR City Centre Masterplan Review.pdf (aberdeencity.gov.uk)</a></li> <li>• August 2021 - <a href="#">CCMP Review Report - Final Version.pdf (aberdeencity.gov.uk)</a> &amp; <a href="#">210511 CGR - Aberdeen Market and Union Street.pdf (aberdeencity.gov.uk)</a></li> <li>• November 2021 - <a href="#">Combined City and Beach Covering Report - Covering Report.pdf (aberdeencity.gov.uk)</a></li> <li>• February 2022 - <a href="#">220228 City Centre Masterplan Update Report.pdf (aberdeencity.gov.uk)</a></li> </ul>
<p>Brief description of policy / proposal (including intended outcomes and purposes)</p>	<p>The report to Full Council updates on city centre-built environment projects, assessed as one for the purposes of the IIA, which comprise:</p> <ul style="list-style-type: none"> <li>• <b>Streetscape</b></li> </ul> <p>Streetscape designs were developed for Union Street Central, Market Streetscape Phase 1 and Schoolhill and Upperkirkgate for inclusion within a streetscape Full Business Case. Design development also progressed for Union Street East and Castlegate, Union Street West and West End to enable coordination and integration across the proposed city centre streetscape improvement projects.</p> <ul style="list-style-type: none"> <li>• <b>Aberdeen Market</b></li> </ul> <p>Planning Consent was received in May 2022 for the new Market development. Demolition of the old Aberdeen Market and BHS store has been completed and the site has been cleared and made secure. Investigation works are progressing on site as part of the design process to confirm ground conditions, location of services and condition of existing buildings. A preferred Operator has been selected and agreements are being concluded around the final development layouts.</p> <ul style="list-style-type: none"> <li>• <b>Union Street Improvement Works and Upper Floors</b></li> </ul> <p>In February 2022 Council approved the scope of an action plan of investment in all the historic buildings fronting Union Street between Bridge Street and Market Street in order to improve their state of repair</p>

and particularly shop front appearance. The initiative is to safeguard our built heritage by targeted public and private investment.

The recommendation is to proceed with a pilot study of property at 107-131 Union St, with the scope of work to engage owners, provide detailed specifications for building works, costs and funding planning and project delivery. An update report on initial findings is to be prepared for December committee.

- **City Centre and Beach Masterplan**

The City Centre and Beach Masterplan was updated in 2022, building on the significant social and economic changes that have occurred since the 2015 City Centre Masterplan was produced. This update was presented to the August Committee and was endorsed with the proviso that it is updated yearly. This document provides a cohesive, strategic overview and framework for all Masterplan projects within the City Centre and Beach and ensures these are aligned within an overarching vision for the city.

- **George Street Mini Masterplan**

The Mini Masterplan is being development following the public consultation exercise held early 2022 (ACC Consultation Analysis Report June 2022), responding to the key findings and suggestions to public feedback. A thorough baseline assessment of the physical environment of the study area has been undertaken to inform potential future proposals. Building upon physical baseline findings and public consultation findings, a vision for the neighbourhood and a series of objectives have been drafted to help guide and focus future regeneration priorities. A series of stakeholder workshops have been held with representatives from various stakeholders.

The Vision and Objectives for the Mini Masterplan are focused around Economy, People and Place, following the same themes as the wider City Centre and Beach Masterplan objectives, ensuring that there is strategic alignment. Development of the Mini Masterplan strategy includes public realm, active travel, redevelopment / refurbishment, and environmental improvements to support local business and residential communities within and immediately around the study area. The strategy has been informed by technical inputs and engagement feedback. A more detailed study has also been undertaken to assess the potential of the former John Lewis building, setting out indicative redevelopment scenarios with advantages associated with each option.

A list of projects has been developed as direct outputs to the Mini Masterplan strategy which are designed to help deliver immediate change whilst supporting the long-term objectives. These have been co-

developed through stakeholder and ACC engagement. Public consultation will share the proposals and plans for the area in 2023, including the list of potential projects for the area. The public and local community will have the opportunity to review and comment on the identified projects, helping to prioritise where change is required as well as identifying any projects that have not been identified for consideration.

- **Queen Street re development zone**

A Strategic Outline Business Case has been prepared for the Queen Street Development Zone (which includes the former Police HQ building), that includes an Options Appraisal of a Long List of 11 options (varying from do nothing to a full Urban Park and various mixed-use developments), reduced to a Short List of 5 through a weighted scoring exercise. This will be developed into a Full Business Case with a preferred option for the June 2023 Committee.

- **Police HQ Demolition**

As part of the Queen Street Re-development plans there is a high probability that the existing Police HQ and adjoining structures will be subject to partial or full demolition. An outcome report of findings from May 2022 – October 2022 has been prepared which includes relevant surveys, methodologies alongside anticipated budget costs for demolition of the structure. This information will inform next steps to be taken following the selected approach for the Queen Street re-development zone.

- **City Centre Traffic Management Plan**

**ACC to update**

The November 2021 the Council's City Growth and Resources Committee approved the proposal for public transport priority within the complex of streets from Bridge Street, Guild Street and Market Street in order to see a predicted reduction in over 80% of private car use travelling through this area, whilst maintaining servicing, local access, accessible parking needs allied to the decision to pedestrianise the central area of Union Street between Bridge Street and Market Street.

The Experimental Traffic Order (ETRO) for Union St central is now complete, being made open to buses, taxis, private hire and cyclists in summer 2022. Details of the ETRO are in **Appendix C: Phase 2 Traffic Management Plan of the City Centre Update report to Council in June 2022.**

- **Stakeholder Engagement**

A key component of project delivery is stakeholder engagement, and the programme of involvement is provided in **Appendix E**, which

	includes a summary of responses received in relation to public realm proposals.
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Do you consider this proposal to have an impact on the:

<p>a. Human Rights of people?</p> <p>b. Rights of Children and Young people?</p>	<ul style="list-style-type: none"> <li>• <b>Yes</b></li> </ul> <p>The process of the city centre masterplan refresh is to improve the environment of the city centre by specific project delivery. Engagement in project delivery is crucial to determining need and aspiration of the city to be inclusive and accessible for all.</p>	No	Unsure
<p>a. Protected characteristics</p> <p>b. Children and young people</p> <p>c. Other</p>	<ul style="list-style-type: none"> <li>• <b>Yes</b></li> </ul> <p>The city centre masterplan refresh ethos, at its core, is to design for everyone. An early part of the endorsement on the priority projects was the role of children and young people in shaping project prioritisation and their voice in shaping project proposals is sought. This proposal makes a positive contribution to article 12,23,27 and 31.</p>	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</p> <p>Age</p>	<b>H</b>	High negative impact	<b>H</b>	<b>M</b>	<b>L</b>	<b>N</b>	<b>P</b>	<b>U</b>
	<b>M</b>	Medium negative impact						
	<b>L</b>	Low negative impact						
	<b>N</b>	No impact						
	<b>P</b>	Positive impact						
	<b>U</b>	Unsure						
Age						x		

and how they will be able to access goods, services and information with no barriers.	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	A positive impact is identified because investment in priority places, buildings and business should increase employment opportunity and area connectivity by providing the conditions to support economic recovery with a city centre that has an improve 'sense of place' and environment.	Unsure
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What considerations did you have when making the above selections?	
Internal or existing data Please detail your sources	<p>All the project updates are predicated on realising the aims and ambitions of the City Centre Masterplan in creating a city centre that has significantly improved place value and is regarded as a very attractive place to do business, visit, live and socialise – aligned to our LOIP vision that 'Aberdeen is a place where all people can prosper'.</p> <p>The projects are drawn from the baseline of engagement that led to the approved City Centre Masterplan 2015, and the results of the public simulator survey undertaken in the summer 2021 to provide a priority focus for delivery. The internal data is extensive across the Strategic Place Planning, Corporate Landlord, Operations and Capital functions of the Council.</p>

	<p>Full Council approval of the City Centre Masterplan 2015: <a href="#">ABERDEEN CITY COUNCIL</a></p> <p>Link to the online simulator survey questionnaire 2021: <a href="#">CCMP - APPENDIX A CCMP REVIEW - Final Version.pdf(aberdeencity.gov.uk)</a></p> <p>The current focus of project delivery is to the central section of Union Street, between Bridge Street and Market Street, - the geographical the heart of the city centre and to the Beach area which is proving itself to be one of our greatest outdoor assets which would benefit from a Development Framework of planned investment.</p> <p>(The Council and Committee reporting from the start of the 2021 City Centre Masterplan Refresh are provided at the beginning of this IIA).</p> <p>The George Street Mini Masterplan strategy and projects are in direct response to the key issues and feedback identified as part of the public consultation questionnaire (June 2022) as well as stakeholder feedback in September and October 2022 (a full stakeholder list is attached as Appendix 2 to the George Street Mini Masterplan report to be presented to Full Council in December 2022). The vision and objectives are aligned to the wider ACC LOIP Vision and Objectives ensuring the Economy, People and Place aims within George Street all contribute to the wider vision of ensuring that Aberdeen is a 'place where all people can prosper'. The projects identified are a combination of physical and non-physical interventions, some of which are designed to allow greater community and stakeholder ownership and participation to help secure local ownership and drive prioritised change within the community.</p>
<p>Consultations with officers or partner organisations Please list your sources</p>	<p>The City Centre Masterplan refresh is based on Aberdeen City Council's promise to the citizens of Aberdeen in 2015 with the unanimous approval of the masterplan to set the social, economic and environmental conditions for the city centre over a 30-year period, and the priority projects endorsed by extensive online engagement in June/July 2021 (see above link).</p> <p>From March 2021 officers across the services have been detailed in the delivery of the CCMP prioritised projects to a stage where now stakeholder engagement and consultation has taken place. The range of consultation methods and the outcomes will be reported to future Full Council meetings. <b>Appendix E</b> details the stakeholder engagement since June 2022 Council.</p> <p>The Accessible City Transportation Users Partnership group, a stakeholder awareness group for improving transport and accessibility in the city lead by ACC and with membership including, Stagecoach, First Bus, Disability Equity Partnership, North East Sensory Services, NESTRANS, Aberdeen Cycle Forum, Aberdeen Taxi Forum and Grampian Cycle Partnership were given presentations on the Union Street Central options and invited to express and forward their opinion</p>

	<p>on each option. Those opinions have been recorded and evaluated in Appendix F.</p>		
<p>Other: Please list your sources</p>	<p>A programme of engagement is to be brought forward under the terms of the remits given at the City Growth and Resources Committee August 2021, Item 14 – City Centre Masterplan, Appendix A (pages 4-10), and all project proposals be subject to stakeholder engagement in drafting and to consultation on finalised draft proposals before Council make its decision.</p> <p><a href="https://www.aberdeencity.gov.uk/ccmp-appendix-a-ccmp-review-final-version.pdf">CCMP - APPENDIX A CCMP REVIEW - Final Version.pdf (aberdeencity.gov.uk)</a></p>		
<p>Does this proposal contribute to the <a href="#">Public Sector Equality Duty</a> to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations?</p>	<p>Yes – please explain</p> <p>All proposals for change are predicated on study and analysis of their social, economic and environmental contexts and developed by Officers to enable wide stakeholder engagement to take place to both support and challenge the detail in order that the project delivery and intended outcomes meet the objectives of the city centre while fostering good relations with stakeholders with protected characteristics.</p> <p>The equal opportunity for anyone to access the city centre is a key Council policy objective and is reflected in the Local Outcome Improvement Plan vision of ‘Aberdeen is a place where all people can prosper’ – by having an inclusive, attractive, inviting and barrier free city centre.</p> <p>Projects that follow a comprehensive stakeholder engagement programme and with the methods, topics and results recorded and shared, enables a comprehensive understanding of objectives and issues to aid good decision-making and with the aim of fostering good relations and eliminating discrimination by making informed decisions. This includes the recommendation to</p>		

	<p>establish a Stakeholder Forum for the city centre in order to ensure that all needs are considered in the context of each other.</p>		
<p>Does this proposal contribute to the Council's <a href="#">Equality Outcomes 2021-25</a>?</p>	<p>Yes – please explain</p> <p>The Council's Equality Outcomes 2021-25 aspire to ensure barrier-free communication and access for people in Aberdeen.</p> <p>In response to Outcomes:1, projects seek to reduce social and physical barriers by creating a city centre that is attractive and accessible for all people, ensuring it is well lit and safe</p> <p><b>2</b>; diverse communities will access the city with a feeling of safety and belonging in a well-managed and attractive environment, that will offer inclusive spaces</p> <p><b>3</b>; enabling greater civic participation, with reduced barriers to access, through the requirement for stakeholder engagement, well communicated project to increase awareness and opportunities to be involved individually or collectively.</p> <p>The Chief Executive, Directors of Aberdeen City Council and Administration Leaders champion our agenda of involvement and accessibility in all project development with our projects being fed into by the Disability Equity Partnership.</p>		
<p><b>Please note for any high negative or medium negative impacts identified (red or amber), a full Integrated Impact Assessment will be required (stage 2).</b></p>			
<p>Please provide a brief high-level summary that your policy will bring about:</p>			

The update reports on the following project areas:

- **Streetscaping Projects**

- Union Street Central
- Market Streetscaping Phase 1
- Schoolhill/Upperkirkgate
- Union Street East/Castlegate
- Union Street West/West End
- Market Streetscaping Phase 2&

- **Aberdeen Market**

- Creating an 'active' frontage to Union Street
- Linking with active travel and pedestrian priorities for the City Centre
- Increasing footfall within the City Centre
- Creation of a new retail 'destination' for the city centre
- Enlivening Hadden Street and Market Street with urban realm improvements in and around The Green
- Creating pedestrian connectivity between Union Street and the bus and railway stations via The Green

- **City Centre Traffic Management Plan**

The proposal is to seek confirmation from June 2022 Council that Council wishes to proceed with making the Experimental Traffic Regulation Order for the identified public transport priority area, in addition to the areas of Back Wynd, Belmont St, Schoolhill, Upperkirkgate and Union Terrace allied to the February 2022 Council instruction to proceed with the Café Culture programme of investment in the Back Wynd, Little Belmont St and Belmont Street area.

The Experimental Traffic Order (ETRO) for Union St central to enable its re-opening to buses, taxis, private hire and bicyclist was made on the 20<sup>th</sup> of May 2022 for a period of statutory consultation with the earliest date possible for the Order to be effective being 21<sup>st</sup> June 2022. Details of the ETRO are in **Appendix C**.

- **Union Street Façade Review Condition Survey and Pilot Implementation Plan**

The recommendation is to proceed with a pilot study for the façade and main areas restoration of property at 107-131 Union St, with the scope of work to engage owners, provide detailed specifications for building works, costs and funding planning and project delivery to enable a rolling programme of investment to take place. **See Appendix D**.

### **George Street – Mini Masterplan**

The public consultation findings were presented in the Consultation Analysis Report June 2022 which established key priorities for the George Street area and provided a foundation on which to develop proposals for the area.

The mini masterplan identifies a vision, objectives, framework for change and future projects, informed by community, stakeholder, and officer engagement.

Proposals look to:

- Improve the quality and function of the streetscape to support active travel, local businesses, and local community
- Enhance the sustainability of the existing urban environment through public realm enhancement
- Better manage and control vehicular movement across the study area both through short terms ETRO's (and other interventions) as well as longer term street redesign.
- Support and encourage local businesses, educational institutions, and residential communities
- Improve the environmental quality of the area through management and physical change
- Address issues of anti-social behaviour, vacancy and poor-quality experiences within the study area e.g addressing seagull nuisance, improved lighting, CCTV etc.
- Suggest longer term redevelopment opportunities for potential future vacant sites within the study area.

### Queen Street – re development zone

A Strategic Outline Business Case has been prepared for the Queen Street Development Zone (which includes the former Police HQ building), that includes an Options Appraisal of a Long List of 11 options (varying from do nothing to a full Urban Park and various mixed-use developments), reduced to a Short List of 5 through a weighted scoring exercise. This will be developed into a Full Business Case with a preferred option for the June 2023 Committee.

- **Engagement**

A key component of project delivery is stakeholder engagement, and the programme of stakeholder involvement and activities is provided in **Appendix E**.

**In order to retain objectivity and to ensure compliance with the Equality Act 2010, an independent audit of forthcoming RIBA Stage 4 technical designs for streetscape projects will be undertaken and used to inform both this assessment process and the final streetscape designs. This process commenced in November 2022 and is ongoing.**

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Will a full assessment be required?	Yes	<b>No</b>	As there was no high or medium negative impact identified, a full assessment will not be required. However, as good practice, stage 2 has been completed
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			to ensure all aspects are given full consideration.
Assessment completed by: Name and job title	Original prepared 13/06/22 by Nigel McDowell, Senior Planner, Urban Design Updated by Sandy Beattie, Masterplan Manager		
Date:	02/12/22		
Signed and approved by Chief Officer (Name and signature)	Signature for David Dunne Interim Chief Officer – Strategic Place Planning		

If you have any queries or require this form in an alternative format, please contact [equality\\_and\\_diversity@aberdeencity.gov.uk](mailto:equality_and_diversity@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.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Article 6</b> Right to a fair and public hearing	No impact	In consideration the report to Council on city centre masterplan updates has a neutral impact on Human Rights.
<b>Article 7</b> No punishment without law	No impact	
<b>Article 8</b> Right to respect for private and family life, home and correspondence	No impact	
<b>Article 9</b> Freedom of thought, conscience and religion	No impact	
<b>Article 10</b> Freedom of expression	No impact	
<b>Article 11</b> Freedom of assembly and association	No impact	
<b>Article 12</b> Right to marry and to find a family	No impact	
<b>Article 14</b> Right not to be subject to discrimination	No impact	
<b>Article 1 of Protocol 1</b> Protection of property	No impact	
<b>Article 2 of Protocol 1</b> Right to education	No impact	
<b>Article 3 of Protocol 1</b> Right to free elections	No impact	

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## 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.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Article 1</b> definition of the child	No impact	<p>The following statement are not mitigations but identification of the needs and opportunities the specific projects have and their likely impact to the identified Articles regarding Children and Young People:</p> <p>The city centre masterplan projects under the terms of the report update seek to bring forward initiatives that make these prioritised parts of the city centre more attractive places to be, where natural surveillance through increased activity should take place, where greater stimulus and appreciation of our built heritages can be seen and enjoyed as part of our engendered local pride and sense of positive place identity.</p> <p>Within the streetscapes that can accommodate accessible blue badge spaces this should mean that increased accessibility to the services and amenities for all is achieved and therefore adding</p>
<b>Article 2</b> non-discrimination	No impact	
<b>Article 3</b> best interests of the child	No impact	
<b>Article 4</b> implementation of the convention	Consideration of the IIA is implementation of the convention	
<b>Article 5</b> parental guidance and a child's evolving capacities	No impact	
<b>Article 6</b> life, survival and development	Positive Impact	
<b>Article 7</b>	No impact	

birth registration, name, nationality, care		<p>immeasurably to quality-of-life experiences for children and young people who rely on specific transportation to meet their needs.</p> <p>It is expected that the future IIA reporting outcomes can elaborate on these positive outcomes with finalised technical plans following the process of stakeholder engagement and evaluation.</p>
<b>Article 8</b> protection and preservation of identity	Positive, the projects reported on are at the heart of place identity and sense of belonging which is an environmental consideration of individual and city identity.	
<b>Article 9</b> separation from parents	No impact	
<b>Article 10</b> family reunification	No impact	
<b>Article 11</b> abduction and non-return of children	No impact	
<b>Article 12</b> respect for the views of the child	No impact	
<b>Article 13</b> freedom of expression	No impact	
<b>Article 14</b> freedom of thought, belief and religion	No impact	
<b>Article 15</b> freedom of association	No impact	
<b>Article 16</b> right to privacy	No impact	
<b>Article 17</b> access to information from the media	No impact	
<b>Article 18</b> parental responsibilities and state assistance	No impact	
<b>Article 19</b> protection from violence, abuse and neglect	No impact	

<b>Article 20</b> children unable to live with their family	No impact	
<b>Article 21</b> adoption	No impact	
<b>Article 22</b> refugee children	No impact	
<b>Article 23</b> children with a disability	Positive Impact - It is anticipated that obstacle-free dedicated pedestrian footways with the option to use seating and enjoy urban greenery without vehicular conflict in central Union St provides a safer more attractive environment for all people to be in and use.	
<b>Article 24</b> health and health services	Positive impact – The projects focus on delivering a refreshed city centre with stronger ‘sense of place’ as an environment that is clearly accessible and with places where people to want to be in. Being in positive environments is crucial to our health and well-being and supports health service delivery.	
<b>Article 25</b> review of treatment in care	No impact	
<b>Article 26</b> social security	No impact	
<b>Article 27</b>	No impact	

adequate standard of living		
<b>Article 28</b> right to education	No impact	
<b>Article 29</b> goals of education	No impact	
<b>Article 30</b> children from minority or indigenous groups	No impact	
<b>Article 31</b> leisure, play and culture	Positive impact – The projects proposed for the city centre aim to create safer, easy to use places that give better access to leisure and play and should support more options for cultural activity and ‘sense of place’.	
<b>Article 32</b> child labour	No impact	
<b>Article 33</b> drug abuse	No impact	
<b>Article 34</b> sexual exploitation	No impact	
<b>Article 35</b> abduction, sale and trafficking	No impact	
<b>Article 36</b> other forms of exploitation	No impact	
<b>Article 37</b> inhumane treatment and detention	No impact	
<b>Article 38</b> war and armed conflicts	No impact	
<b>Article 39</b>	No impact	

recovery from trauma and reintegration			
<b>Article 40</b> juvenile justice	No impact		
<b>Article 41</b> respect for higher national standards	No impact		
<b>Article 42</b> knowledge of rights	No impact		
<b>Optional</b> Protocol on a Communications Procedure	No impact		

### 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.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative impact(s) identified in stage 1
<b>Age</b> A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18 to 30year olds).	Positive Impact through inclusive spaces and designs for all ages.	The following statement is made in recognition of the likely impacts that the projects will have in delivery after stakeholder involvement and the iterative processes of engagement and consultation. Ultimately the processes sought should bring forward proposals that provide the 'best value' solution within their specific areas of a city centre under the remit of 'designing for everyone'.
<b>Disability</b> people with disabilities / long standing conditions	Positive Impact through inclusive and progressive designs that allow independence and access to facilities within the city centre.	The overall projects ethos is one of creating better places – better by being more accessible, balancing the needs of all users, more attractive to be in and use and to re-establish or create destinations through good design.
<b>Race (including Gypsy / Travellers)</b> people from minority ethnic communities and different racial backgrounds	Neutral Impact	The ultimately improved environments of the city centre should encourage greater use, at different times of the day and year for

		<p>different uses. Creating the right environments for people to feel safe in, and be comfortable using, them supports the inclusive needs of our society within well managed places.</p> <p>The success of the city centre depends on its ability to provide a greater, well managed, intensity of uses and therefore greater opportunities to attract people of all ages, backgrounds and beliefs.</p>
<b>Religion or belief</b> people with different religion and belief to include those with no beliefs	Neutral Impact	
<b>Sex - Gender identity</b> men or women, boys and girls	Neutral Impact	
<b>Pregnancy and maternity</b> women who are pregnant and / or on maternity leave	Positive Impact Designs that would cater for carers and parents using buggies and other child carriers.	
<b>Sexual orientation</b> lesbian, gay, bisexual, heterosexual / straight	Neutral Impact	
<b>Gender reassignment</b> anybody whose gender identity / expression is different to the sex assigned to them at birth	Neutral Impact	
<b>Marriage and civil partnership</b> people who are married or in a civil partnership	Neutral Impact	

### 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.

	<b>High / Medium Negative impact</b>	<b>Mitigations</b> Please state/summarise your mitigating actions for the negative
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		impact(s) identified in stage 1
<b>Low income / income poverty</b> – those who cannot afford regular bills, food, clothing payments.	No impact	
<b>Low and/or no wealth</b> – those who can meet basic living costs but have no savings for unexpected spend or provision for the future	No impact	
<b>Material deprivation</b> – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies	No impact	
<b>Area deprivation</b> – consider where people live and where they work (accessibility and cost of transport)	Positive impact	<p>Whilst the city centre does not record within the Scottish Indices of Multiple Deprivation, adjacent and wider communities within Aberdeen do.</p> <p>The city centre is the location of the primary commercial and leisure activities as well as home to the City Council and a wide range of goods and services therefore improved accessibility and a strengthened sense of place as somewhere people want to be is crucial.</p> <p>All of the project areas within this report to Full Council are focused on place improvement to create better destinations within the city centre and accessibility within and around them.</p>
<b>Socio-economic background</b> – social class, parents' education, employment, income.		<b>Creation of retail and leisure activities will likely to have training and employment opportunities to support people into more positive destinations.</b>

## Consultation and monitoring

Have you undertaken any of form of consultation with any of the affected groups?	Yes	No
Describe the consultation processes/methods undertaken and the number of participants/respondents	<p>The record of engagement/consultation and monitoring is provided in <b>Appendix E</b>.</p> <p>The city centre sub-group of the Disability Equity Partnership (DEP) (3 members) meet with ACC Officers regularly, if not weekly, to update on project detail and awareness and to co-ordinate formal responses to draft plans. DEP are one of a wide range of key consultee stakeholders to be consulted on draft plans for delivery in order to be informed and provide their own position on relevant projects. Updates are presented to the full DEP membership at their meetings and reported on their business statement for progress and accountability.</p> <p>Presentations to Equalities Participation Network, Aberdeen Inspired Business Improvement District levy payers' business groups, ACC Housing Tenants forum, the Community Councils Forum and the aforementioned simulator survey are some of the engagement and awareness that has taken place in advance of this report.</p>	
Summarise the changes or improvements that have been made to the policy because of the consultation.	<p>The future reports to Council on the findings following stakeholder engagement sought will be subject to and updated Integrated Impact Assessment.</p> <p>This process is one of ongoing and inclusive engagement that is fact sharing to enable interested parties to consider for themselves the likely impacts, positive, negative or neutral and either make recommendation for change, support or reject the proposal. It will then be for Council to ultimately decide on what is approved based upon the engagement and evaluation presented.</p>	

<p>Set out what suggested changes or improvements that have not been made and why</p>	<p>Any further revisions to the draft proposals arising from ongoing stakeholder engagement, will be incorporated into technical designs and if necessary, presented to Council for their consideration at future meetings.</p>
<p>What impact(s) has the consultation had upon your proposal?</p>	<p>Engagement so far has increased channels of communication between DEP and Snr Council Officials, and it is likely that with the accessibility of the on-line surveys and communications wider groups engagement have added value to the processes of project approval.</p> <p>With Council approval, all projects being drafted should be subject to a programme of engagement and consultation and the findings, and any revisions sought, reported to Council for determination.</p>
<p>How will this policy be monitored</p>	<p>In progress updates at Council throughout 2022 and until project completion and then post project evaluation.</p>
<p>Use this section to justify why your proposal should go ahead despite the negative impacts identified.</p>	<p>In presentation of the four options for Union Street Central to Council in June, the Disability Equity Partnership and the Taxi Drivers Forum expressed concerns. DEP did not support Option 2 upon consideration that it is a shared space and preferred to see Option 3 developed further to know its potential and any issues, whilst the bus operators are concerned that Option 3 may cause bus delays through queuing and wish to see public transport priority being given to Bridge St, Guild St, Market St for all options. The Taxi Drivers' Forum consider that all the options are more favoured toward buses and cyclist rather than taxi provision as a sustainable travel mode within the city centre. The appraisal of all 4 options has been undertaken objectively and considers the needs of all users in the city centre. This assessment identifies a number of proposed measures to be incorporated in the technical design stage</p>

	<p>for Union Street Central, including, but not limited to:</p> <ul style="list-style-type: none"> <li>• Bus Priority Measures on Market Street, Guild Street and Bridge Street</li> <li>• 21 additional taxi spaces (compared to 2019)</li> <li>• 13 additional accessible spaces (compared to 2019)</li> <li>• Improved detail of streetscape including tactile paving and kerbs</li> <li>• 8m total unobstructed pedestrian only space</li> <li>• Bus stops located at close proximity to either end of the streetscape</li> <li>• Rest stops throughout.</li> </ul> <p>Council resolved in June to progress with Union Street Central redesign being open to public transport and cyclists to mitigate concerns from DEP.</p>
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**Authorisation and sign off: for Stage 2:**

<b>Title of Policy / proposal:</b>	Original report: <b>City Centre Masterplan Update: 29 June 2022 Report Ref: RES/22/137</b> Latest report: <b>City Centre Masterplan Update: 14 December 2022 Report Ref: RES/22/290</b>	
<b>Directorate and Cluster:</b>	<b>Strategic Place Planning</b>	
<b>Policy and assessment author (s)</b>	Name: Nigel McDowell Job title: Senior Planner (Urban Design) Date: 13.06.22	Name: Sandy Beattie Job title: Masterplan Manager Date: 02.12.22
<b>Authorised and approved by Director or Chief Officer</b>	Name: David Dunne Job title: Interim Chief Officer Strategic Place Planning Date: 21/06//22	Name: Job title: Date:

Following completion and approval, please email your completed assessment to:  
[equality\\_and\\_diversity@aberdeencity.gov.uk](mailto:equality_and_diversity@aberdeencity.gov.uk)