

Aberdeenshire Council

Integrated Impact Assessment

Aberdeenshire Council's Equalities Mainstreaming and Outcomes 2021-25 Progress Report

Assessment ID	IIA-001133
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Approved By	Kate Bond
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1. Overview

This document has been generated from information entered into the Integrated Impact Assessment system.

This IIA is assessing the impact of our Equalities Mainstreaming and Outcomes progress report

During screening 5 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 2 out of 5 detailed impact assessments being completed. The assessments required are:

- Childrens' Rights and Wellbeing
- Equalities and Fairer Scotland Duty

In total there are 23 positive impacts as part of this activity. There are 0 negative impacts, all impacts have been mitigated.

A detailed action plan with 3 points has been provided.

This assessment has been approved by kate.bond@aberdeenshire.gov.uk.

The remainder of this document sets out the details of all completed impact assessments.

2. Screening

Could your activity / proposal / policy cause an impact in one (or more) of the identified town centres?	No
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	No
Does the activity / proposal / policy have the potential to affect greenhouse gas emissions (CO2e) in the Council or community and / or the procurement, use or disposal of physical resources?	No
Does the activity / proposal / policy have the potential to affect the resilience to extreme weather events and/or a changing climate of Aberdeenshire Council or community?	No
Does the activity / proposal / policy have the potential to affect the environment, wildlife or biodiversity?	No
Does the activity / proposal / policy have an impact on people and / or groups with protected characteristics?	Yes
Is this activity / proposal / policy of strategic importance for the council?	Yes
Does this activity / proposal / policy impact on inequality of outcome?	Yes
Does this activity / proposal / policy have an impact on children / young people's rights?	Yes
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	Yes

3. Impact Assessments

Children's Rights and Wellbeing	No Negative Impacts Identified
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	No Negative Impacts Identified
Health Inequalities	Not Required
Town Centre's First	Not Required

4. Childrens' Rights and Wellbeing Impact Assessment

4.1. Wellbeing Indicators

Indicator	Positive	Neutral	Negative	Unknown
Safe	Yes			
Healthy	Yes			
Achieving	Yes			
Nurtured	Yes			
Active	Yes			
Respected	Yes			
Responsible	Yes			
Included	Yes			

4.2. Rights Indicators

UNCRC Indicators upheld by this activity / proposal / policy	Article 3 - Best interests of the child Article 4 - Protection of rights Article 8 - Protection and preservation of identity Article 12 - Respect for the views of the child Article 13 - Freedom of expression Article 23 - Children with disabilities Article 27 - Adequate standard of living Article 28 - Right to education Article 30 - Children of minorities / indigenous groups Article 31 - Leisure, play and culture
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4.3. Positive Impacts

Impact Area	Impact
Achieving	The report documents the current positive impacts along with future ones especially within the Education and CLD setting of ECS
Active	The report documents the current positive impacts through current work, for example, through Active Schools
Healthy	The report documents the current positive impacts along with future ones especially within ECS
Included	The report documents the current positive impacts through current work and ongoing work
Nurtured	The report documents the current positive impacts through current work and ongoing work
Responsible	The report documents the current positive impacts through current work and ongoing work
Respected	The report documents the current positive impacts through current work and ongoing work

Impact Area	Impact
Safe	The report documents the current positive impacts along with future ones especially in Education Services

4.4. Evidence

Type	Source	It says?	It Means?
Other Evidence	Engagement with Officers across the organisation	Key pieces of work that demonstrate Children's Rights are fulfilled	This is fed into the report to demonstrate some of the work carried out across the organisation

4.5. Accounting for the Views of Children and Young People

Direct evidence from Officers who work with Children have fed into the report to demonstrate how children's views and input has been taken into account, for instance, the work with Pupil Participation Forum.

4.6. Promoting the Wellbeing of Children and Young People

Aberdeenshire Council's work ECS demonstrates the full breadth of activities and work that promotes and safeguards children and young people's wellbeing.

4.7. Upholding Children and Young People's Rights

Activities documented in the report alongside our Equality Outcomes shows we uphold children's rights.

4.8. Overall Outcome

No Negative Impacts Identified.

There are no Negative Impacts - the report demonstrates some of the work carried out that upholds children's rights.

5. Equalities and Fairer Scotland Duty Impact Assessment

5.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)	Yes			
Age (Older)	Yes			
Disability	Yes			
Race	Yes			
Religion or Belief	Yes			
Sex	Yes			
Pregnancy and Maternity	Yes			
Sexual Orientation	Yes			
Gender Reassignment	Yes			
Marriage or Civil Partnership	Yes			

5.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income	Yes			
Low wealth	Yes			
Material deprivation	Yes			
Area deprivation	Yes			
Socioeconomic background	Yes			

5.3. Positive Impacts

Impact Area	Impact
Age (Older)	The report documents the positive impacts in the work taking place across Aberdeenshire Council
Age (Younger)	The report documents the current positive impacts along with future ones especially in Education Services
Disability	The report documents the positive impacts in the work taking place across Aberdeenshire Council
Gender Reassignment	The report documents the positive impacts in the work the ongoing work of mainstreaming and how we will continue to improve equalities across the organisation.
Marriage or Civil Partnership	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to mainstream equalities across the organisation.
Pregnancy and Maternity	The report documents the positive impacts in the work taking place across Aberdeenshire Council

Impact Area	Impact
Race	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to further these through our equality Outcomes
Religion or Belief	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to further these through our equality Outcomes
Sexual Orientation	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to further these through our Equality Outcomes
Sex	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to further these through our Equality Outcomes
Area deprivation	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to address inequalities
Low income	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to address inequalities
Low wealth	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to address inequalities
Material deprivation	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to address inequalities
Socioeconomic background	The report documents the positive impacts in the work taking place across Aberdeenshire Council, and the ongoing work to address inequalities

5.4. Evidence

Type	Source	It says?	It Means?
Other Evidence	Engagement carried out across the whole organisation	With the mainstreaming of equalities and progressing our outcomes, we are moving to ensuring equalities is given the due regard in everything we do.	We are ensuring we address inequalities so the services provided to residents and visitors to Aberdeenshire are inclusive. We are also an inclusive employer promoting fairness and equality for all.

5.5. Engagement with affected groups

Engagement has been carried out with internal staff across the whole organisation, who have the evidence from their own areas of work.

5.6. Ensuring engagement with protected groups

All protected characteristics will have been involved indirectly to complete the progress report. Evidence of this can be found in the Case Studies and projects mentioned throughout the document.

5.7. Evidence of engagement

The case studies provide real life experiences demonstrating how Aberdeenshire Council are mainstreaming equalities.

5.8. Overall Outcome

No Negative Impacts Identified.

The report documents the work across Aberdeenshire Council and the progress of our actions for the period 2021-2025 in furthering equalities.

5.9. Improving Relations

The report documents the steps taken already in promoting good relations between all Protected Characteristics from Aberdeenshire being an Employer to the Services it delivers, and is intrinsic to everything Aberdeenshire Council does.

5.10. Opportunities of Equality

The report documents a snapshot of the work being carried out across Aberdeenshire that advances equality of opportunity while tackling and addressing inequalities.

6. Action Plan

Planned Action	Details	
Continue to support the organisation in mainstreaming equalities and work alongside teams to address inequalities	Lead Officer	Kakuen Mo
	Repeating Activity	No
	Planned Start	Friday April 01, 2022
	Planned Finish	Wednesday April 30, 2025
	Expected Outcome	Equality actions carried out and Equality Outcomes met
	Resource Implications	Staff time when considering the impact on equalities and those affected by socio-economic elements
Continue to support the development of Equality Ambassadors to enable them to be a contact point for Integrated Impact Assessments	Lead Officer	Kakuen Mo
	Repeating Activity	No
	Planned Start	Friday April 01, 2022
	Planned Finish	Wednesday April 30, 2025
	Expected Outcome	Equality Ambassadors to have the knowledge to support the organisation in mainstreaming equalities.
	Resource Implications	Staff time as Equality Ambassadors are volunteers and have their usual day job.
Develop more IIA information and training sessions to allow all staff to have the ability to think wider on the impacts that relate to their project or proposed process/service changes	Lead Officer	Kakuen Mo
	Repeating Activity	No
	Planned Start	Monday January 16, 2023
	Planned Finish	Friday March 31, 2023
	Expected Outcome	Staff to have a better understanding on how to complete an IIA effectively alongside the necessity to engage and consult
	Resource Implications	Staff time

