

Summary of Integrated Impact Assessments in Respect of Equalities and Fairer Scotland Duty Impacts for the Revenue Budget 2023-24

The following savings have submitted Integrated Impact Assessments that have identified with Equality or Fairer Scotland Duty Impacts. This is a summary of these impacts and mitigations for the relevant savings

EDUCATION & CHILDREN'S SERVICES

Reduction in SFL Teachers – IIA 1081

There are negative impacts have been identified for those with disabilities. The reduction in ASN budget will have a negative impact on the ability of schools to support children with disabilities in their social, emotional, and learning development, and their medical and personal care needs. The reduction in ASN resource carries the risk of exacerbating existing social inequalities as those children and young people accessing these high cost out-of-authority placements are not necessarily those with the greatest level of need, but rather, those who are advantaged by the determined advocacy of parents and carers or representational groups.

A core feature of the Aberdeenshire ASN is the realignment of ASN budgets to strengthen universal and specialist ASN Provisions to ensure children and young people are well supported in their local schools. An ASN review will help mitigate against this if the existing budgets are preserved and realigned to support improvements.

COMMUNITIES

Reduce grants provided to third parties – IIA 1023

Negative impacts have been identified for the disability and race protected characteristics. People within these protected characteristics may be more negatively impacted following the withdrawal of the funding although groups that previously applied did not indicate that they were specifically working with people with disabilities or race or any other protected characteristics.

Learning opportunities will continue to be offered through core CLD delivery, these opportunities will be inclusive of those with disabilities. Third sector providers are offering learning opportunities for those with disabilities and CLD offers a strong partnership approach through local networks and the ALCP. These opportunities are inclusive of all groups of protected characteristics and with socio-economic impacts. CLD will continue to monitor this impact.

Reduce small repairs budget - IIA 1028

There are negative impacts identified for socio-economic groups including Low income, wealth, and material deprivation. Reduced provision of service to people on lower incomes, wealth and material deprivation will impact them accessing repairs.

Continued targeting of the remaining resources towards the most vulnerable households will mitigate these impacts.

Community facilities closure / Asset rationalisation – IIA 1029

There have been negative impacts identified for the older age group and those with disabilities. Closure of some of the pavilions and community centres may have an impact on groups hosting activities for older people and provide a service for groups that deal with adults and children with disabilities, who

use facilities because they are quiet. There will be negative impacts due to area deprivation. The closure of some facilities, especially in rural areas, may be seen to reduce service provision in some areas.

In the vast majority of cases, alternative venues can be found for groups. In other cases, groups may be able to take on a lease of a property and/or apply for ownership through the Community Empowerment Act. Officers are working with groups to identify alternative premises and/or look at the possibility of groups taking on ownership of specific facilities.

In regard to area deprivation impacts, in most cases, accommodation for users can be found in alternative premises, which may also include local schools. LLA is particularly keen to deliver existing and new services which may in turn extend the range of services available in key areas.

Withdrawal of Registered Social Landlord (RSL) Sheltered Housing Support – IIA 1036

Negative Impacts have been identified for protected characteristics include Age (Older) and social economic groups of low income and wealth. Removal of Sheltered Housing Support from tenants of Registered Social Landlords will have limited opportunity to participate in alternative service provision.

Mitigations include the provision of an alternative model of service delivery. The Council will work with Registered Social Landlords to deliver an alternative model of service provision. Contracts have been renewed for a period of 6 months from April 2023 to allow this process to be undertaken. Tenants of Sheltered Housing will continue to benefit from Care at Home packages delivered by the Health & Social Care Partnership.

Young Scot membership – IIA 1048

Negative impacts have been identified for protected characteristics and for socio-economic groups. Aberdeenshire Council pays for membership of Young Scot for young people (11 - 26 years). It is unknown which young people might use their membership benefits and therefore this category may or may not be affected. Young Scot benefits are available to all young people in Scotland regardless of paid membership, therefore membership payment is not required to Young Scot in order for young people to benefit.

Youth Bank – IIA 1227

There are negative impacts identified for socio-economic groups including Low income, wealth, material deprivation, area deprivation and socioeconomic backgrounds. People identified in these groups may be inadvertently affected by a reduction of learning offers and a reduction in services in their local community.

Learning opportunities will continue to be offered through core CLD delivery and these opportunities would be inclusive of the socio-economic groups identified to mitigate these impacts. Third sector providers are currently offering learning opportunities for people who experience low wealth, income, and deprivation. CLD offers a strong partnership approach through local networks and the Aberdeenshire Learning Community Partnership. CLD will continue to monitor this impact.

Reduce Young People Community Grants – IIA 1230

There are negative impacts identified for young people identified as a protected characteristic and socio-economic groups including low income, wealth, material deprivation, area deprivation and socioeconomic backgrounds. People identified in these groups may be inadvertently affected by a reduction of funding, learning offers and a reduction in services in their local community.

Learning opportunities will continue to be offered through core CLD delivery and these opportunities would be inclusive of the socio-economic groups identified to mitigate these impacts. Third sector providers are currently offering learning opportunities for people who experience low wealth, income, and deprivation. CLD offers a strong partnership approach through local networks and the Aberdeenshire Learning Community Partnership. CLD will continue to monitor this impact.

BUSINESS SERVICES

Target Savings for Estate Rationalisation Across the Council - IIA 1237

No equalities impacts identified. These will be identified when individual Impact assessments are completed for specific buildings that are identified as no longer required as part of the estate rationalisation.

INFRASTRUCTURE SERVICES

Harbour rates and dues – increase 2.5% above inflation – IIA 1078

Negative Impacts identified for protected characteristics which include Age (Older) and Sex and social economic groups of low income. Demographic of harbour berth holders tends to be male and at the older age of the spectrum, so this increase is likely to have a disproportionate impact of males and Increasing fees above inflation will move affordability of a berth further away from low income residents. There are no mitigations identified for these impacts as the increase in fees will apply to all users of the harbour berth holders.

Reduction to the budget to provide Grant Fund supporting Aberdeenshire Business - IIA 1124

Negative Impacts have been identified for social economic groups including Low income, Low wealth, material & area deprivation, and socioeconomic background.

A reduction in economic development activity will reduce support to businesses, leading to increased chances of existing businesses closing and start-ups failing. In turn this will lead to rising unemployment and increased poverty. These impacts may be concentrated in pockets leading to a downward spiral of worsening deprivation and social economic problems.

Mitigations will include seeking external funding for economic development projects and utilising Business Gateway to provide advice and alternatives to be explored for groups too.

Reduce annual budget to Visit Aberdeenshire – IIA 1128

No direct equalities impacts identified. Indirect impact would be to staffing within the tourism industry.

Local Bus Service Withdrawals – IIA 1137

Negative Impacts identified for all protected characteristics and social economic groups. The withdrawal of bus services will result in many people having no or reduced options for travel to access work, higher education, health facilities, shopping, and other services/facilities/activities. The withdrawal of a large number of bus services is likely to have a significant negative impact for people if the cost of essential travel is more expensive, e.g. if some people need to pay for taxis or buy a car.

Mitigations include:

There will be mitigations for a small number of people. Some people may have alternative bus journeys available at different times in which case bus service information can be provided upon request. It may be possible to help some people who wish to travel for shopping by amending or introducing a Council A2B dial-a-bus service. It may be possible to help some people by signposting them towards any voluntary/community transport operating in their area, but such transport is usually limited in availability and subject to eligibility criteria.

Summary of the Integrated Impact Assessment Screening in Respect of the Revenue Budget 2023-24

The screening section is Stage One of the Integrated Impact Assessment (IIA) process and identifies the requirement for any further detailed assessments to be undertaken. The following savings did not require a further detailed assessment as they did not have a differential impact on people with protected characteristics or people facing socio – economic disadvantage. Justifications are provided for each saving IIA as listed in the table below.

IIA Title	IIA Reference Number	Justification
EDUCATION & CHILDREN SERVICES		
Pupil Equity Funding: Contribution of 5% for central costs: Primary, Secondary & Special School Budgets	IIA-001056	5% clawback on schools which have an underspend will have no direct equalities impact, as the remaining 95% of the devolved PEF will still provide the necessary and significant support to children.
Remove Family Information Service	IIA-001061	The information/functions previously provided by the Family Information Service website and the related post have been integrated into the Aberdeenshire Council website and dedicated email address. This will be further strengthened by the development of a micro-site. The Early Learning and Childcare team are strengthening partnership working with ALISS which will ensure parents/carers and families in Aberdeenshire can access up-to-date information about Early Learning and Childcare services.
Reduction of spend on current preschool structures.	IIA-001062	<p>The proposed changes to the staffing structure will have no impact on support to pre-school settings. The changes reflect the changing needs of settings and the service to provide year-round support without such a heavy reliance on GTCS registered staff on term-time contracts with related working week restrictions.</p> <p>The proposed changes will also align to the School Support team structure to allow for harmonisation of support provision.</p>

IIA Title	IIA Reference Number	Justification
EDUCATION & CHILDREN SERVICES		
Reduction in DHT entitlement to EY	IIA-001072	<p>DHT entitlements vary across all schools and settings across Aberdeenshire. Therefore, depending on the size of provision (giving consideration across the school and Early Years) there will be some settings that do not have a DHT in position and the leadership of the setting will be the responsibility of the HT alongside the Senior EYP.</p> <p>Early years provision have a Senior EYP who manages the day to day running within the setting.</p> <p>Should a school inspection be called the early years setting is included within this and therefore the overall assessment of that centre is seen to be the responsibility of the HT alongside any management within the school. Should this be removed completely and not reduced, then there will be an impact in the ability for the DHT/HT to support the ongoing improvement and quality of provision in both early years and the school.</p>
Removal of the funded providers access to free, statutory Early Learning and Childcare training	IIA-001073	<p>Funded Providers are required to undertake the statutory training in order to operate, Aberdeenshire Council would still be offering this training but at a lower rate than on the open market and a range of other training remains free.</p>
Class size maxima – Primary Schools	IIA-001088	<p>The change in class size maxima would not be different to any other school within Aberdeenshire in that multi composite classes can exist with up to 25 children within them. Class sizes are based on pupil numbers and configurations that work across our school estate.</p>
Increase efficiency charges in primary school budgets.	IIA-001108	<p>Increase efficiency charges to Primary budgets:</p> <ul style="list-style-type: none"> • large primary school increase to 2% • small and medium sized schools 1% • equates to saving of £550k. <p>These efficiency charges will be deducted centrally from school budgets and incorporated into each Head Teachers spending plan for the year concerned.</p> <p>It is worth noting that these proposed increases in efficiency charging are well below most other local authorities in the country. Head Teachers have been made aware that these savings are being considered and seem to have accepted them as a necessary measure at this current time.</p>

IIA Title	IIA Reference Number	Justification
EDUCATION & CHILDREN SERVICES		
Increase efficiency charges in secondary school budgets.	IIA-001109	<p>Efficiency charge to Secondary budgets has not increased with inflation for the past 5 years.</p> <p>If we apply inflation this would provide a further saving of £200k on the current efficiency charge.</p> <p>These efficiency charges will be deducted centrally from school budgets and incorporated into each Head Teachers spending plan for the year concerned.</p> <p>It is worth noting that these proposed increases in efficiency charging are well below most other local authorities in the country. Head Teachers have been made aware that these savings are being considered and seem to have accepted them as a necessary measure at this current time.</p>
Increase efficiency charges in special schools.	IIA-001110	<p>Introduce efficiency charge to special school of 1% - Saving of £68K.</p> <p>These efficiency charges will be deducted centrally from school budgets and incorporated into each Head Teachers spending plan for the year concerned.</p> <p>It is worth noting that these proposed increases in efficiency charging are well below most other local authorities in the country. Head Teachers have been made aware that these savings are being considered and seem to have accepted them as a necessary measure at this current time.</p>
Reduction of Education Support Officer (ESO) posts	IIA-001130	<p>The removal of these posts would result in an overall reduction of service delivery but would not impact, specifically on any identified group. Some functions of the posts would disappear while others may be carried out by different staff.</p>
Removal of Primary Curriculum Development projects & posts	IIA-001147	<p>Primary Curriculum Development budgets (ALEC, STEM, H&W, Learning for Sustainability): £40K.</p> <p>There is no direct link between this proposal and an Impact Assessment. This proposal would mean the removal of historic budget lines for STEM, Health & Wellbeing and Sustainability and while all important these would need to be managed and developed at local school level rather than centrally funded.</p>

IIA Title	IIA Reference Number	Justification
EDUCATION & CHILDREN SERVICES		
Removal of Secondary Curriculum Development projects & posts	IIA-001147	<p>Secondary Curriculum Development budgets (Peterdeen, Fraserdeen, Portideen): £287k.</p> <p>There is no direct link between this proposal and an Impact Assessment. Consideration would need to be given to the "Deens" projects which are supported through Secondary Curriculum Development.</p> <p>This proposal would mean the removal of historic budget lines for STEM, Health & Wellbeing and Sustainability and while all of these areas are important. This would need to be managed and developed at local school level rather than centrally funded.</p>
Reduction of CPD budgets by 50% - Primary	IIA-001148	<p>Saving Identified @ £117k.</p> <p>There is no direct relationship between this proposal and the Impact Assessments.</p> <p>While reducing the CPD budget by 50% would have an impact on the ability for schools and central officers to plan and implement appropriate and necessary training for staff, these effects would be across the board. There would need to be a shift to facilitating local, networks of support and increased use of Aberdeenshire expertise rather than paying out for external training providers.</p>
Reduction of CPD budgets by 50% - Secondary	IIA-001148	<p>Saving Identified @ £53k.</p> <p>There is no direct relationship between this proposal and the Impact Assessments.</p> <p>While reducing the CPD budget by 50% would have a severe impact on the ability for schools and central officers to plan and implement appropriate and necessary training for staff, these effects would be across the board. There would need to be a shift to facilitating local, networks of support and increased use of Aberdeenshire expertise rather than paying out for external training providers.</p>
Reduction of CPD budgets by 50% - Central Budget	IIA-001148	<p>Saving Identified @ £47k.</p> <p>There is no direct relationship between this proposal and the Impact Assessments. While reducing the CPD budget by 50% would have a severe impact on the ability for schools and central officers to plan and implement appropriate and necessary training for staff, these effects would be across the board. There would need to be a shift to facilitating local, networks of support and increased use of Aberdeenshire expertise rather than paying out for external training providers.</p>

IIA Title	IIA Reference Number	Justification
BUSINESS SERVICES		
IT staffing	IIA 001013	<p>Increase use of self-service would support reduction of staff costs of £61k (2FTE)</p> <p>Two Customer Support Analyst posts are being removed from our permanent establishment, reflecting changes in the way that IT customer services are now delivered. Both posts have been vacant for at least 6 months with no significant impact on our performance and service delivery.</p>
Customer services staffing	IIA-001030	<p>This saving represents a 5% reduction in front-line Customer Service staffing.</p> <p>Two Customer Service Advisor posts are being removed from our permanent establishment, reflecting changes in the way that front-line Customer Services are now delivered.</p>
WHH Postage	IIA-001041	The saving is from a reduction in usage and volume of postage within Woodhill House and therefore no impact.
WHH Waste	IIA-001042	Savings identified from newly agreed refuse contract. This is a direct award of a contract for a 1 year period on the same T&C's as the previous agreement. This is due to the current unknown volumes of waste at WHH due to low numbers of staffing having returned to WHH and no on-site catering operating out of WHH.
Office accommodation postage	IIA-001043	There is no change to current processes, this is a saving due to reduced usage and volumes in postage across all council facilities.
Buchan House Service charge income	IIA-001044	Additional service charge income at Buchan House. This is income that was previously not accounted for, therefore no change to impact.
Removal of additional cleans required as part of Covid-19	IIA-001045	Removal of additional cleans required as part of Covid-19. There is no direct impact as the Service is returning to pre-covid cleaning levels.
Employee support services provision	IIA-001086	<p>Employee Assistance Provider and Occupational Health Contract</p> <p>Whilst there is a budget saving of £50,000 being offered, no services are being removed and there are additional support services being put in place.</p>

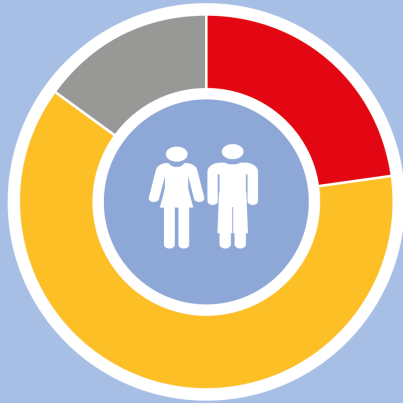
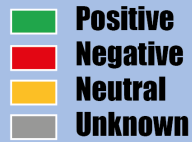
IIA Title	IIA Reference Number	Justification
BUSINESS SERVICES		
Council tax single person discount review	IIA-001115	This is a review of all Council Tax customers who are currently in receipt of Single Person Discount and will be carried out during 2023/24 to ensure that all discounts are correctly awarded and in cases where the customer is no longer eligible, discount will be removed. This is a mandatory requirement and also applies to all other discounts and exemptions currently awarded. This review does not have any impacts on the areas indicated in the screening questions.
Printing and postage savings	IIA-001126	Printing (£10k), postages (£10k) This proposal is concerned with reducing costs in the areas of printing and postage, which do not have any impacts on the areas indicated in the screening questions.
Prompt payment discount and licence holders Income	IIA-001127	Reduction in licence holders (£9k) and prompt payment discounts (£30k). The reduction in license holders for GL Wand is based on current usage and affects staff within Finance. The Supplier Incentive Scheme has been running for 2 years and is entirely voluntary. It gives the Council a discount on invoices from suppliers who have signed up to the scheme, which are paid within agreed timescales. income has started to be generated since the contract was instigated in 21/22
Vacant Risk & Resilience Manager post	IIA-001129	The post has already been vacant for over a year and the current arrangements for covering the roles and responsibilities of the post are working well.
Business Services Directorate and support services budget savings	IIA-001135	This saving relates to staffing costs. Having reviewed staff turnover savings over the last two financial years, it is anticipated that a saving of £30k could be delivered. This however is wholly dependent upon staff turnover continuing at recent levels. The saving may not be fully deliverable should staff turnover reduce from recent levels or, if there were no resignations, may result in little or no saving.
Additional Income from Scottish Water	IIA-001136	An additional Income to be received from Scottish Water for the collection of water and sewage charges. This additional income does not have any impacts on the areas indicated in the screening questions

IIA Title	IIA Reference Number	Justification
BUSINESS SERVICES		
Councillors remuneration and expenses	IIA-001150	A reduction in hospitality budget - There has been an underspend in councillors hospitality over the last couple of financial years so it is anticipated that this £10k reduction will not cause any issues
INFRASTRUCTURE SERVICES		
Discretionary planning charges	IIA-001034 (Planning Charges)	<p>Roads Development will introduce charging for S56 applications, street naming and numbering. Planning will also introduce additional charging for renewable energy developments.</p> <p>The discretionary costs will be imposed on developers/ energy companies with regards to processes required prior to submitting a planning application or in some instances Section 36 applications.</p>
Purchase of Stonehaven Harbour portacabin	IIA-001063	<p>Purchase of a permanent portacabin currently rented at Stonehaven Harbour @ £20k/year.</p> <p>The purchase is from funding being offered by the Crown Estate for the provision of a portacabin. Therefore there are no impacts identified.</p>
Urban verge maintenance	IIA-001068	There are no equalities or socio-economic impacts associated with this proposal, as the proposal is focused on delivering a different maintenance regime for maintenance of grass verges in urban settings. Given the purpose of the verge maintenance, it will not have an impact on any protected characteristic.
Removal of a Change Manager Programme Post	IIA-001144	The post has not been filled for 18 months and activity is consolidated into other roles. There is no need to allocate budget to this role in future.

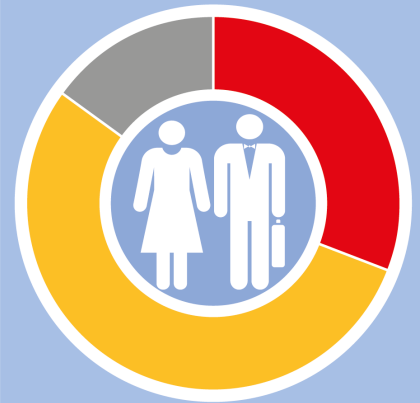
IIA Title	IIA Reference Number	Justification
INFRASTRUCTURE SERVICES		
Full cost recovery for Short Term Lets licensing.	IIA-001156	<p>Revise charging scheme to ensure full cost recovery of Short Term.</p> <p>The Council had a Statutory Duty to introduce a Short Term Lets Licensing regime as of 1 October 2022. Introduction of the short term lets licensing regime was approved by Licensing Sub Committee on 2 December 2022 where an IIA was carried out considering the impacts of introduction of the regime.</p> <p>This IIA relates specifically to the introduction of charges. The charges that have been set were following a public consultation exercise and were set at such a level to ensure full cost recovery but not adversely impact upon the Short Term Lets sector. Monitoring will be carried out through the introduction of the regime to gauge whether any unforeseen negative impacts occur.</p>
Export health certificates for products of animal origin exported to EU.	IIA-001158	<p>Export Health Certificates - revise charging scheme to ensure full cost recovery.</p> <p>Increase in charges to exporters of products of animal origin to the EU for the issuing of export health certificates is to ensure full cost recovery. The current fees do not reflect the resource required to issue the certificates and hence do not represent full cost recovery. The revised charges align with current charges for exports to non-EU countries. Current charges for non-EU exporters do not have any impact on exporters and it is therefore not anticipated that aligning the charges for EU exports with non-EU exports will have any relevant impacts.</p>
Waste Collection	IIA-001187	<p>Saving @ £2660K</p> <p>The savings identified in relation to the operation of the "Energy From Waste" plant have been previously identified and agreed.</p> <p>The figures for 2023/24 budget do vary due to differential contract rates associated with the electricity being produced and not because of any altered activity/proposal/policy.</p>

IIA Title	IIA Reference Number	Justification
INFRASTRUCTURE SERVICES		
Waste Disposal	IIA-001187	<p>Saving @£640K</p> <p>The savings identified in relation to the operation of the Energy From Waste plant have been previously identified and agreed. The figures for 2023/24 budget do vary due to differential contract rates associated with the electricity being produced and not because of any altered activity/proposal/policy.</p> <p>Diverting the residual waste from landfill to energy from waste will provide a saving as the overall cost per tonne is less. The potential saving for residual waste disposal could be £3.3m.</p> <p>The nature of this saving is such that there is no need for an IIA.</p>
Single point of contact for out of hours duty officer	IIA-001232	<p>The proposal is an internal rearrangement of Duty Officer Roles for out of hours activities. This is purely internal and the level of service delivered with have not impacts.</p>

Revenue Budget: Impacts on Protected Characteristics



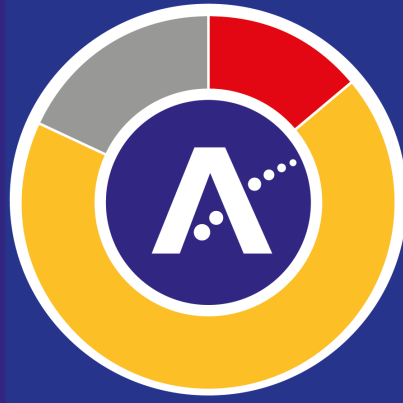
Age-Younger



Age-Older



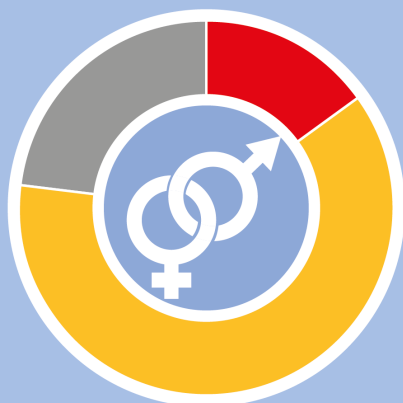
Disability



Whole Council



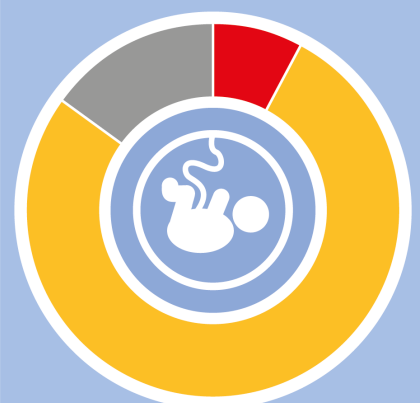
Religion/Belief



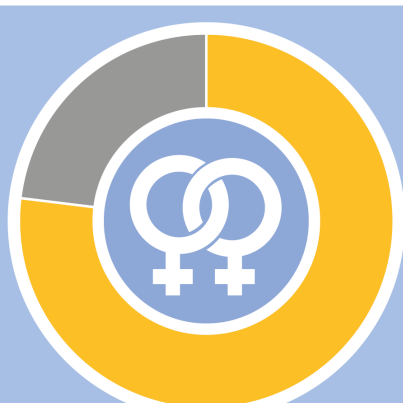
Sex



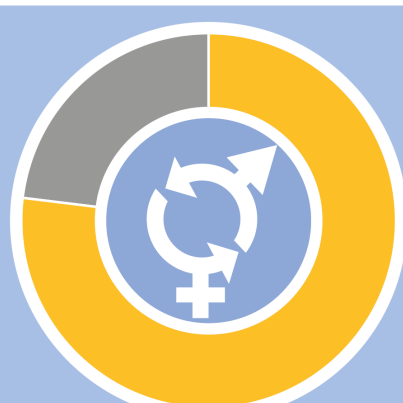
Race (incl Gypsy Travellers)



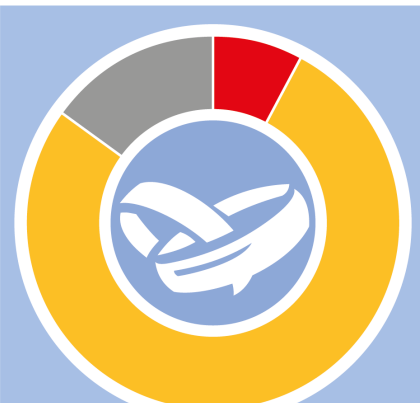
Pregnancy & Maternity



Sexual Orientation



Gender Re-assignment



Marriage and Civil Partnership

Budget Overall

Positive	0%
Negative	14%
Neutral	68%
Unknown	18%
Total	100%

Age-(Younger)

Positive	0%
Negative	23%
Neutral	62%
Unknown	15%
Total	100%

Age-(Older)

Positive	0%
Negative	31%
Neutral	54%
Unknown	15%
Total	100%

Disability

Positive	0%
Negative	31%
Neutral	38%
Unknown	31%
Total	100%

Race

Positive	0%
Negative	15%
Neutral	62%
Unknown	23%
Total	100%

Religion and Belief

Positive	0%
Negative	8%
Neutral	92%
Unknown	0%
Total	100%

Sex

Positive	0%
Negative	15%
Neutral	62%
Unknown	23%
Total	100%

Pregnancy and Maternity

Positive	0%
Negative	8%
Neutral	77%
Unknown	15%
Total	100%

Sexual Orientation

Positive	0%
Negative	0%
Neutral	77%
Unknown	23%
Total	100%

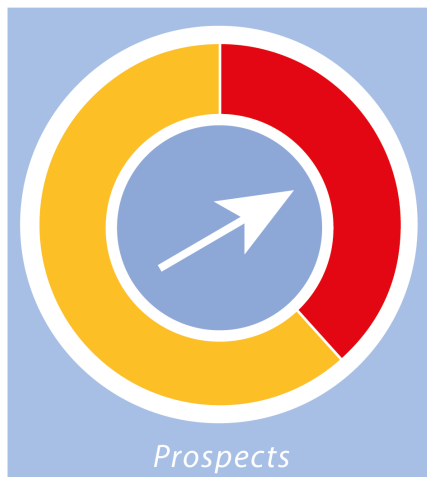
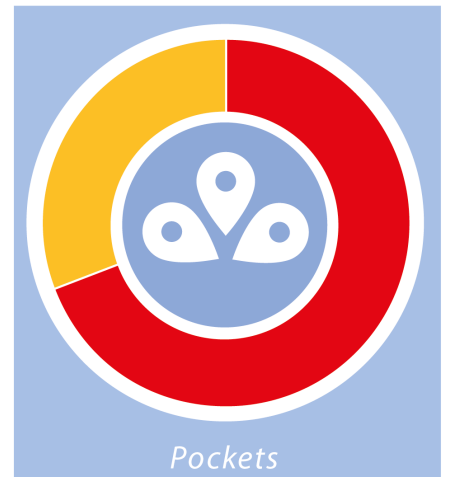
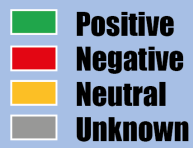
Gender Reassignment

Positive	0%
Negative	0%
Neutral	77%
Unknown	23%
Total	100%

Marriage and Civil Partnership

Positive	0%
Negative	8%
Neutral	77%
Unknown	15%
Total	100%

Revenue Budget: Socio-Economic Impacts



Overall

Positive	0.00%
Negative	53.86%
Neutral	46.15%
Unknown	0.00%
Total	100.00%

Place

Positive	0.00%
Negative	53.85%
Neutral	46.15%
Unknown	0%
Total	100.00%

Pockets

Positive	0.00%
Negative	69.23%
Neutral	30.77%
Unknown	0.00%
Total	100.00%

Prospects

Positive	0.00%
Negative	69.23%
Neutral	30.77%
Unknown	0.00%
Total	100.00%