

# Integrated Impact Assessment

The purpose of an Integrated Impact Assessment is to evidence that Aberdeen City Council is meeting its legislative duties by assessing the potential impacts of its policies and decisions on different groups of people and the environment. The legislation considered within this assessment is:

- Section 2 [Equality Act 2010 protected characteristics](#)
- Section 3 [Socio-Economic](#)
- Section 4 [Consumer Duty](#)
- Section 5 [Human Rights](#)
- Section 6 [Children and Young People's Rights](#)
- Section 7 [Environmental impacts](#)

The term 'policy' is used throughout this document and applies to policies, proposals, strategies, provision, criteria, functions, practice, budget savings and activities that includes delivery of our services.

## 1. About the Policy

<b>1.1 Title</b>
Reduction in Funding to Aberdeen Performing Arts
<b>1.2 What does this policy seek to achieve?</b>
As recommended in the ALEO report to Council November 2024, 25% reduction over 5 years, £50k reduction in 24/25 leaves £184k saving over next 4 years.
<b>1.3 Is this a strategic programme/proposal/decision?</b>
Strategic.  However, it has to be noted that while in previous years APA has been awarded funding through the Common Good Fund, for 2025/26 their application is through the Cultural Investment Framework. Therefore any funding to APA for 25/26 would be awarded through the Cultural Investment Framework (agreed by Committee in 2024).  Any "saving" through a reduction in grant to APA, is subject to alignment with the Cultural Investment Framework process.
<b>1.4 Is this a new or existing policy?</b>
Existing – this formed part of the ALEO report to Council in November 2024.
<b>1.5 Is this report going to a committee?</b>
Yes – as part of the 2025 budget setting process report.
<b>1.6 Committee name and date:</b>
Council (budget) March 2025
<b>1.7 Report no and / or Budget proposal number and / or Business Case reference number:</b>
C&PS06c
<b>1.8 Function and Cluster:</b>
Cluster: City Development and Regeneration Function: City regeneration and development

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## Impacts

Aberdeen City Council has a legal requirement as a public sector organisation to assess the impact of its work on equality groups and assess against human rights, children's rights and our socio-economic duty. This is our Public Sector Equality Duty (PSED). The PSED has three key parts:

- Eliminate unlawful discrimination, harassment, victimisation or any other prohibited conduct.
- Advance equality of opportunity.
- Foster good relations by tackling prejudice, promoting understanding.

This following five sections in the Integrated Impact Assessment demonstrate that these considerations that have been made in the policy, that the impact of proposals made is understood and accepted, and what mitigating steps can be taken to reduce any negative impact of the policy.

## 2: Equality Act 2010 - Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. This section identifies what impact the policy may have on people with [protected characteristics](#).

### 2.1 What impact could this policy have on any of the below groups?

Protected Characteristic	Negative			Neutral	Positive
	High	Medium	Low		
<a href="#">Age</a>		x			
<a href="#">Disability</a>		x			
<a href="#">Gender Reassignment</a>			x		
<a href="#">Marriage and Civil Partnership</a>				x	
<a href="#">Pregnancy and Maternity</a>				x	
<a href="#">Race</a>			x		
<a href="#">Religion or Belief</a>				x	
<a href="#">Sex</a>		x			
<a href="#">Sexual Orientation</a>			x		

### 2.2 In what way will the policy impact people with these protected characteristics?

It is not known how it would specifically impact individuals as the actual impact of reducing funding to APA, the facilities, events, and activities they provide would be determined by APA itself, including any impacts on APA employees and diversity. However due to level of saving being proposed it is highly likely that the charity would lead to reduce its workforce and to close at least one venue. These impact will be felt by people with protected characteristics, as employees, suppliers, customers, users and participants would all be affected.

APA employee 283 staff, over 59% of the workforce are female. Female staff are well represented in the majority of departments, including senior leadership but the majority share in lower paid roles such as cleaners, front of house and food & beverages. With respect to age over 44% of the workforce are under the age of 29. Any job losses occurred through the saving option would disproportionately affect young females and those on lower incomes.

Based on the information gathered during the recent ALEO (Arm's Length External Organisations) review it is clear that the characteristics of Age, Disability, Race and Sexual Orientation would be impacted, as it is clear that specific festivals, events and activities are delivered by, with and for people with those characteristics examples being Rise Up festival with a focus on artists of colour and from the LGBTQ community as well as the Light the Blue festival of youth arts. To reduce funding could impact on the frequency, volume, and existence of these programmes in the work of APA, it is highly likely elements such as creative learning would be reduced or stopped to priorities programmes with higher

income generation potential. In the review of Cultural Funding and Delivery, presented to Council in February 2024 it was clear that Council investment has an important role in leveraging in national funding, such as the Creative Scotland multi-Year funding. The latter is now placing a higher priority in respect to culture's impact on audiences and participants with protected characteristics. APA's chance of securing a larger share of external funding will be dependent on them being able to continue to programme to a diverse audience and expand its community outreach as opposed to a focus on a more commercial programme which may increase barriers to access in terms of cost, content, and perception

### 2.3 What considerations have been made in reaching the above assessment?

#### **What internal or external data has been considered? What does this data tell us?**

ALEO Review information: Aberdeen Performing Arts provides 7 festivals and curated weekends throughout any given year, 3 of which are particularly relevant to protected characteristics:

- Light the Blue, an annual multi-artform festival celebrating the creativity of young people aged 5 to 25, with over 23 performances and 3,500 attendances, held in May 2023. Over 800 young people participated in the event alongside 30 youth arts organisations from Aberdeen, Inverness, Edinburgh, Glasgow and as far afield as Wisconsin, USA.
- Delve, an eclectic weekend of LGBTQ+ music, spoken word, workshops and discussion with 4 performances and 229 attendances.
- Rise Up, a festival celebrating Black and People of Colour creatives in the region, bringing a programme of unity, creativity, and expression with 13 performances and 375 attendances, held in May 2023.
- Climate Week Northeast, a series of climate-themed dance, theatre, children's performance, live music, comedy, and workshops allowing audiences to take part in the climate conversation with 9 performances and 327 attendances in March 2023. The cultural programme included 26 British Sign Language Interpreted Performances, 17 Captioned Performances, 28 Audio Described Performances and 10 accompanying Touch Tours.

Furthermore, an extensive engagement programme working with children and adults of all ages, in addition to supporting pathways into the arts and cultural sector. Some key engagement activities undertaken are as follows:

Young Advisor's Group – following a call-out for young people aged 14 to 18 based in/around Aberdeen with an interest in arts, this group of 8 youths informed aspects of the programming process, working with the marketing team to shape campaign activity and sharing ideas and thinking to shape festivals. The culmination of this initiative had the Young Advisors run a TAKEOVER event at the Music Hall Youth Theatre – Young people report that taking part in the youth theatre workshops gave them tools to deal with nerves and panic, they learned to think on the spot and discovered things about themselves, such as having the confidence to sing in public and learning that they can get along with all different people and personalities. These are skills which are transferable into all areas of their lives, in school, in preparing for further education and work, these areas of learning help build resilience and provide tools for navigating the world.

Beats and Rhymes - Working with local, professional hip hop artists and producers, young people are introduced to beat making and lyric writing. The group has a majority care experienced and young carer demographic Community Choir and Tutti Voices Choir – Both choirs bring people together to share the joy of singing but just as importantly, they allow for a social aspect and many participants have created new friendships because of taking part – and have evidenced that being a member of the choir has had a positive impact on their mental health and wellbeing.

Early Years Music Workshops - Introducing under 5's and their parents/carers to music-based activities whereby children learn about rhythm, keeping beats, singing, sharing through play, introduction to basic counting and parents' bond with their children through the experience, as well as learning games they can play at home.

The Change Maker for Inclusion and Relevance explores ways of working which have at their core a commitment to breaking down barriers to arts participation and engagement, ensuring our relevance to those we already connect with and those we want to serve. This strand of work promotes a culture where diversity is positively celebrated and our organisation is an ally to our diverse community, locally and nationally. In 2022/23 this role was key in commissioning 4 new pieces of work and producing 38 other events, featuring 43 artists of whom 13 were Black and People of Colour (BPOC), 11 were disabled and 19 were LGBTQ+.

If, over the 4 years funding was reduced to nil and no alternative plans to replace the income could be found then there is a high likelihood that some or all the activities above may be removed to either focus on more income generating activities. This would impact on individuals of all ages, race and those with disabilities and would also include those living in socio-economic disadvantage. The Cultural Funding and Delivery Review (Council, February 2024) has been undertaken by an independent consultant agency, as part of the process they have been provided with range of data sets from both the Council and external cultural organisations, this includes analysis of audience and participant data, analysis of funding allocations (benefactors, target audiences etc.) The analysis has shown where the gaps and demand in respect to cultural opportunities which has been profiled against City SIMD data zones and audience segmentation maps.

#### **What consultation and engagement has been undertaken with officers and partner organisations?**

For the Cultural Funding and Delivery Review the consultants have undertaken a review of the current investment and organisations supported and analysed the Council's current approach and rationale for support. Organisations and initiatives subject to the review include APA, Castlegate Arts, Peacock Visual Arts, Citymoves Dance Agency, Sound Festival, Jazz Scotland, SPECTRA Festival, Nuart Aberdeen and the open application project fund, Creative Funding. As part of the process the Review team have conducted consultations with all 'core' funded cultural organisations, Council cultural service managers, Creative Funding recipients, Culture Aberdeen, Visit Aberdeenshire, Aberdeen Inspired, COSLA (Convention of Scottish Local Authorities) and national public sector funders. Surveys have also been conducted with around 40 Creative Funding grant recipients.

#### **What consultation and engagement has been undertaken with people who may be impacted by this policy?**

Aberdeen City Council launched a two-part public consultation to inform Elected Members set the 2024/25 Budget and future spending plans. Included in this was a specific question regarding reducing the value of funding to cultural grants and development, essentially to indicate if in balancing the budget, they wanted to leave the funding at the same level or to modify, reducing the funding made available. There were 2,654 respondents to the phase 2 consultation exercise - 1,366 (51%) of respondents indicated that there should be no reduction in funding for cultural grants and development, with the full funding reductions were accepted by 527 respondents, or 20%. Comments included:

- The importance of sport, art, and culture for Aberdeen: Most respondents oppose the reductions and argue that these services are vital for the well-being, health, tourism and identity of the city and its residents.
- The suggestions for alternative sources of funding or savings: Some of the respondents suggest that sport, art, and culture services could generate more income by increasing fees, attracting sponsors, charging tourists, or hosting corporate events. Others propose that the council should reduce its spending on pensions, staff, or other non-essential projects.
- The recognition of the challenges and trade-offs of the budget: A few of the respondents acknowledge that the council faces a difficult situation and must make tough decisions about the budget. They admit that some reductions in sport, art and culture services may be inevitable or necessary, and that the council should prioritise the most essential or valuable services or balance the needs of different groups.

Additional engagement took place in January 2024, with two face-to-face events in locations in the city and an online feedback form through Citizen Space, having reviewed all the comments captured through that work, a number of themes are identifiable. It should be noted participants were not given any detail on what the funding supported in terms of outputs or outcomes. Despite this, many of the

comment's reference the importance of arts in culture for mental health, well-being and in particular the contribution to young people from education and beyond. Highlighted comments relating to protected characteristics were:

#### AGE

- Don't touch that arts & culture budget - especially when it comes to children and young adults' access. It is vital for mental health wellbeing, and for developing citizenship values.
- We do not need to reduce funding for Culture and Sport as this directly helps in the health and mental well-being of people, particularly young children.
- We don't have enough as it is and really important to encourage tourism & students. Also important as a means to support anti-social behaviour, care experienced children and those who have experienced trauma.
- Any reduction in grants or removal of funding is detrimental to the society, the mental wellbeing of citizens especially children/youth and would result in far more serious crime & violence that will cause additional spending.
- Post lock downs and so much closing down in the centre of town -such as public libraries, Belmont Cinema and Bon Accord baths left empty means there is a dearth of community culture. The culture and community of the art gallery and sports spaces is important to the life and sense of community. Therefore, they should be accessed at the present hours of opening. The sense of community is breaking down in the city. The opportunities for families and especially children are dwindling.
- Getting rid of Arts, Culture & Sport will ruin Aberdeen. These are some of the only things that keep people happy in Aberdeen, especially since the high street closed. These things are amazing for keeping young people off the streets, bringing in young professionals, excellent for families, and are accessible to the older generation which is so important.

#### DISABILITY

- Accessible events and social spaces are very important to people with disabilities.
- If people cannot attend events due to support available, for example guidance for people who are visibly impaired, this will have a negative impact on their overall wellbeing and could mean they rely on other council or public services for assistance and support.
- ...reducing these will disproportionately impact on the poorest in our society and those with less means. That would tend to be single mothers, care experienced people and people from minority ethnic communities.
- I think this would have a major impact on community. There are little things to do in Aberdeen as it is. By doing this you are taking away opportunities for children and young people. They will have no option but to hang about the streets causing trouble if there is nothing to do.
- For people with severe autism, having access to a variety of stimulating activities is really essential for improved learning, stimulation, and socialisation with others. This is the case whether it takes the form of performance by others; artistic activities for the individual; or access to sport and exercise for the individual. Any major reduction in funding of these activities would be a huge blow to level 3 autistic people. The arts and sport are not just 'nice to haves', but as stated above, essentials for fulfilling lives for all participants.

## 2.4 What mitigations can be put in place?

### What can be done to remove or reduce any negative impacts of this policy (if applicable)?

Focus savings on avoiding impact on frontline service areas, specialist or targeted programmes or grant conditions.

### With mitigations in place, what is the new overall rating of the negative impact(s)?

High

Medium

Low

x



### 3: Socio-Economic Impacts

Aberdeen City Council has a duty to reduce the inequalities of outcome that can arise from socio-economic disadvantage. This section is used to consider what impact the policy may have on people experiencing socio-economic disadvantage – and how any inequalities of outcome arising from the policy can be reduced.

Use this guide to understand more on socio-economic inequalities: [The Fairer Scotland Duty: Guidance for Public Bodies \(www.gov.scot\)](https://www.gov.scot/publications/fairer-scotland-duty/guidance-for-public-bodies/pages/1-introduction.aspx)

3.1 What impact could this policy have on people who experience the following aspects of socio-economic disadvantage?

	Negative	Neutral	Positive
<b>Low income</b> – those who have insufficient earnings to meet basic needs, such as food, clothing, housing, or utilities.	x		
<b>Low/ no wealth</b> – those who have no savings for unexpected spend or provision for the future.	x		
<b>Material deprivation</b> – those who cannot afford or access goods or services that are considered essential or desirable for a decent quality of life, such as food, clothing, heating, transport, internet, cultural, recreational and social activities.	x		
<b>Area deprivation</b> – those who live in an area with poor living conditions, such as higher levels of crime, pollution, noise, congestion, or lack of infrastructure, amenities, or green spaces.	x		
<b>Socio-economic background</b> – social class, parents’ education, employment, income.	x		

3.2 In what way will the policy impact people experiencing socio-economic disadvantage?

**LOW INCOME HOUSEHOLDS** Reduction in free and affordable access to culture and leisure opportunities in the city centre, particularly impacting low-income households and children in poverty as access would be restricted beyond current opening hours. APA provide free access upon request to children’s workshops and events on a ‘no questions asked’ basis to encourage those without the financial means to have access to the arts without the potential stigma of means testing this part of their business plan which the Council funding current supports. **HEALTH & WELLBEING** Reduction in free-to-access leisure and culture facilities would have an overall negative impact on the mental health and wellbeing of the city’s residents with an intersectionality of protected characteristics. In addition, any staffing impacts could affect those who are in an employment or work relationship with APA. This impact could be financial and could impact those from lower socio-economic backgrounds. APA would be determining actual impact of reduced funding as previously stated.

APA bring major show and concerts to Aberdeen which people would not be able to access otherwise. If the saving option was taken APA would need to either reduce programming/raise prices or have to close venues. This would mean accessing many culture experiences would be limited to those that can afford to regularly travel to other cities and pay more.

3.3 What considerations have been made in reaching the above assessment?

#### What internal or external data has been considered? What does this data tell us?

Analysis was undertaken of the supported activities through Cultural Funding and Delivery Review as well as the Culture Impact Review, both presented to Council on the 7th of February. The former included analysis of audiences and participants of the cultural organisations as cultural attendance, which indicated attendance to cultural activity in Aberdeen (across all wards) was higher than the national average, which is backed by the finding if the 2021 Household Survey results as well



<b>What consultation and engagement has been undertaken with officers and partner organisations?</b>
See prior question re consultation and engagement above.
<b>What consultation and engagement has been undertaken with people who may be impacted by this policy?</b>
<p>Feedback from targeted engagement included a focus on potential reduction in offer for tourists, as well as impact on mental wellbeing and quality of life for all residents in the city, with particular focus on free access, safe spaces and warm spaces that could be accessed for free and without stigma.</p> <p>Highlighted comments relating to socio-economic impacts:</p> <p><b>LOW INCOME</b></p> <ul style="list-style-type: none"> <li>• If services are cut or additional fees are required for arts, culture, and sports this would negatively affect those on fixed incomes and relying on benefits. Feelings of wellbeing, good mental and physical health are linked to access to these events. If people cannot attend events due to support available, for example guidance for people who are visibly impaired, this will have a negative impact on their overall wellbeing and could mean they rely on other council or public services for assistance and support.</li> <li>• Art galleries and museums are good places for people to go for warmth and comfort without the stigma attached to designated warm spaces, i.e., community centres.</li> <li>• Arts and culture are extremely important to society and especially to enriching the lives of vulnerable people.</li> <li>• Again, reducing these will disproportionately impact on the poorest in our society and those with less means. That would tend to be single mothers, care experienced people and people from minority ethnic communities.</li> </ul> <p><b>HEALTH &amp; WELLBEING</b></p> <ul style="list-style-type: none"> <li>• Arts and culture are important for mental wellbeing and quality of life.</li> <li>• These are vital resources for all the community. Places for people to gather and be together which is vital for health. Also, they are part of a provision of warm spaces for people and opportunities for health and leisure. Overall physical and mental health will be reduced by removing these services and the inequality gap will widen as those who can afford to go to private provision will do so and those who cannot afford this will have nothing. Then, their poor health will deteriorate further and for young people this will mean less positive life outcomes</li> </ul>

### 3.4 What mitigations can be put in place?

<b>What can be done to remove or reduce any negative impacts of this policy (if applicable)?</b>
None
<b>If mitigations are in place, does this remove or reduce the negative impact?</b>
<b>No – negative impact remains</b>
<b>Yes – negative impact reduced</b>
<b>Yes - negative impact removed</b>

X

## 4: Consumer Impacts

The Consumer Scotland Act 2020 places a Consumer Duty on the public sector to put consumer interests at the heart of strategic decision-making, emphasising the need for accessible and affordable public services, especially during times of financial pressure. This person-centred approach is intended to result in better quality services and outcomes for the public as consumers of public services across Scotland.

This section of the IIA is used to consider the impact of the policy on consumers of any services that the policy is intended to change.

Use this guide to understand more on the consumer duty: [How to meet the consumer duty: guidance for public authorities](#)

### 4.1 What impact could this policy have on any of the below consumer groups?

	Negative	Neutral	Positive
Individuals	X		
Small businesses	X		

### 4.2 In what way will the policy impact people in these consumer groups?

A reduction in funding to APA could reasonably be expected to impact on their ability to contract with individuals and small business in the course of their business.

Support for a broad range of cultural events, services and venues will mean access to culture will remain accessible and affordable. If the budget saving is taken the direct result will be price increases and venue closures. This would in turn mean a significantly reduced cultural offer in the city, primarily leaving the P&J Live and privately run venues such as the Tivoli. To that general public would need to travel to other cities in order to access programming they have come accustomed to in respect to a city of this scale.

Reductions or loss of cultural services provided by APA will have a knock on effect to the wider economy, particularly suppliers to the cultural venues and the visitor economy (accommodation and hospitality services)

Aberdeen Performing Arts (APA) is highly committed to providing excellent customer service. They aim for 93% of their customers to rate the service as either excellent or very good. They continuously review and improve their service based on customer feedback, which is collected through monthly surveys of visitors to their venues

Culture Impact review finding for 2023.

Supported cultural organisations collective employment which equates to 166 direct full-time equivalents (FTE) jobs. This has a headcount of 266 jobs in total which are a mix of full and part-time permanent employment within either micro (under 10) or small businesses (10 –49), with the exception being Aberdeen Performing Arts as medium to large organisation. The direct employment generated £3.7m GVA per annum. The GVA impact is based on average level of GVA per FTE in Creative, Arts and entertainment activities sector in Aberdeen (£22,483) according to Scottish Government Business Statistics( Growth Sectors).

FTE's	Venues	Events	Totals	GVA Impact
Direct	148.2	18.2	166.4	£3,756,603.20
Indirect	48.1	5.9	54.1	£1,834,891.70
Induced		23.1	2.8	25.9 £1,364,671.02
Total	219.4	27.0	246.4	£6,956,165.92

The organisations' direct employment and GVA impact will multiply through induced and indirect impacts generated by their significant annual expenditure on wages and suppliers, a large proportion of which will be captured in Aberdeen City and Shire (reflecting the catchment area for employees and location of suppliers) and/or in Scotland. Indirect impacts relate to the spend of supported organisations on suppliers, whilst induced impacts relate to the effects of additional spend in the economy by those employed by supported organisations. The wages received by employees and supply chain expenditure will re-circulate in the economy as result of

expenditure by employees and supply chain companies, supporting further jobs. These jobs will also generate GVA.

#### Visitor Economy Impacts 2023

##### Audience

Audience figures are based on information supplied by venues and organisations as per their reporting commitments. Numbers for venues is primarily based on captured ticket numbers and or booking, although approaches vary depending on venue type. Aberdeen Performing Arts venues account for a significant amount of the overall audiences with 354,871 across its venues.

	Venues	Events	Creative Funding	Totals
Total Audiences	397,947	150,993	55,036	603,976
Est. Day Audiences	362,132	137,404	50,083	549,618
Est. Overnight Audiences	35,815	13,589	4,953	54,358

#### 4.3 What mitigations can be put in place?

##### What can be done to remove or reduce any negative impacts of this policy (if applicable)?

Seek to ensure that grant funding to APA is targeted to support expenditure in areas where consumer impacts are minimised where possible.

If mitigations are in place, does this remove or reduce the negative impact?

No – negative impact remains

x

Yes – negative impact reduced

Yes - negative impact removed

## 5: Human Rights Impacts

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law. The Human Rights Act came into force in the UK in October 2000

The Act sets out our human rights in a series of 'Articles'. Each Article deals with a different right.

Use this guide to understand more about [Human Rights](#).

### 5.1 What impact could this policy have on Human Rights?

Human Rights Article	Negative	Neutral	Positive
Article 2: <a href="#">Right to life</a>		X	
Article 4: <a href="#">Prohibition of slavery and forced labour</a>		X	
Article 5: <a href="#">Right to liberty and security</a>		X	
Article 6: <a href="#">Right to a fair trial</a>		X	
Article 7: <a href="#">No punishment without law</a>		X	
Article 8: <a href="#">Right to respect for private and family life, home and correspondence</a>		X	
Article 9: <a href="#">Freedom of thought, belief and religion</a>	X		
Article 10: <a href="#">Freedom of expression</a>	X		
Article 11: <a href="#">Freedom of assembly and association</a>		X	
Article 12: <a href="#">Right to marry and start a family</a>		X	
Article 14: <a href="#">Protection from discrimination in respect of these rights and freedoms</a>	X		
Article 1 of Protocol 1: <a href="#">Right to peaceful enjoyment of your property</a>		X	
Article 2 of Protocol 1: <a href="#">Right to education</a>		X	
Article 3 of Protocol 1: <a href="#">Right to participate in free elections</a>		X	

### 5.2 In what way will the policy impact Human Rights?

Feedback from targeted engagement focused on impact on access to education, ability to gather in social settings especially for people with no religion who may otherwise struggle to maintain community ties. Highlighted comments relating to Human Rights impacts were: • Arts and culture are extremely important to society and especially to enriching the lives of vulnerable people. • These are vital resources for all the community. Places for people to gather and be together which is vital for health. Also, they are part of a provision of warm spaces for people and opportunities for health and leisure. Overall physical and mental health will be reduced by removing these services and the inequality gap will widen as those who can afford to go to private provision will do so and those who cannot afford this will have nothing. Then, their poor health will deteriorate further and for young people this will mean less positive life outcomes. • I think this would have a major impact on community. There are little things to do in Aberdeen as it is. By doing this you are taking away opportunities for children and young people. They will have no option but to hang about the streets causing trouble if there is nothing to do. • ... having access to a variety of stimulating activities is really essential for improved learning, stimulation, and socialisation with others.

The delivery of arts and culture activities can have a significant impact on the Human Rights Act 1998, particularly in relation to several key rights protected under the Act:

1. Freedom of Expression (Article 10): Arts and cultural activities often involve creative expression, which is protected under the Human Rights Act. This includes the right to hold opinions and to receive and impart information and ideas without interference by public authority. Cutting funding increases chance of venue closure and in limiting opportunity for freedom of expression.
2. Freedom of Thought, Conscience, and Religion (Article 9): Many cultural activities are rooted in religious or spiritual traditions. The Human Rights Act protects the freedom to manifest one's religion

or beliefs, which can include participating in cultural and religious events. Loss of APA venues will impact on these freedoms.

3. Prohibition of Discrimination (Article 14): The Act ensures that the rights and freedoms set forth in it are secured without discrimination on any ground. This means that arts and cultural activities should be accessible to all, regardless of race, religion, gender, or other status. If the budget option is taken access to many culture services and experiences in Aberdeen will be limited to those that have the means to regularly travel to other cities for culture experiences.

By promoting these rights, the delivery of arts and culture activities can enhance social cohesion, foster mutual respect, and contribute to a more inclusive society.

### 5.3 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?		
Not Applicable.		
If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains	√
	Yes – negative impact reduced	
	Yes - negative impact removed	

## 6: Children and Young People's Rights Impacts

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 18-26 years old.

You can [read the full UN Convention \(pdf\)](#), or [just a summary \(pdf\)](#), to find out more about the rights that are included.

### 6.1 What impact could this policy have on the rights of Children and Young People?

	Negative	Neutral	Positive
<b>PROVISION</b>			
<b>Article 2:</b> non-discrimination		x	
<b>Article 3:</b> best interests of the child provision and protection	x		
<b>Article 5:</b> parental guidance and a child's evolving capacities		x	
<b>Article 16:</b> right to privacy		x	
<b>Article 17:</b> access to information from the media		x	
<b>Article 18:</b> parental responsibilities and state assistance		x	
<b>Article 22:</b> refugee children		x	
<b>Article 23:</b> children with a disability	x		
<b>Article 24:</b> health and health services		x	
<b>Article 26:</b> social security		x	
<b>Article 27:</b> adequate standard of living		x	
<b>Article 28:</b> right to education		x	
<b>Article 29:</b> goals of education		x	
<b>Article 30:</b> children from minority or indigenous groups	x		
<b>Article 31:</b> leisure, play and culture	x		
<b>Article 39:</b> recovery from trauma and reintegration		x	
<b>Article 40:</b> juvenile justice		x	
<b>PROTECTION</b>			
<b>Article 6:</b> life, survival and development		x	
<b>Article 7:</b> birth registration, name, nationality, care		x	
<b>Article 8:</b> protection and preservation of identity		x	
<b>Article 9:</b> Separation from parents		x	
<b>Article 10:</b> family reunification protection		x	
<b>Article 11:</b> abduction and non-return of children		x	
<b>Article 15:</b> freedom of association		x	
<b>Article 19:</b> protection from violence, abuse and neglect		x	
<b>Article 20:</b> children unable to live with their family		x	
<b>Article 21:</b> adoption		x	
<b>Article 25:</b> review of treatment in care		x	
<b>Article 33:</b> drug abuse		x	
<b>Article 34:</b> sexual exploitation		x	
<b>Article 35:</b> abduction, sale and trafficking		x	
<b>Article 36:</b> other forms of exploitation		x	
<b>Article 37:</b> inhumane treatment and detention		x	
<b>Article 38:</b> war and armed conflicts		x	
<b>Article 32:</b> child labour		x	

PARTICIPATION			
<b>Article 12:</b> respect for the views of the child	x		
<b>Article 13:</b> freedom of expression	x		
<b>Article 14:</b> freedom of thought, belief and religion	x		
<b>Article 42:</b> knowledge of rights		x	

## 6.2 In what way will the policy impact the rights of Children and Young People?

The impact of reduced funding for APA as the anchor cultural organisation in Aberdeen would potentially limit the right of the child and young people to access cultural experiences. Examples of the impact is included elsewhere in this IIA. Implementing this could reduce the opportunities that children and young people must learn from, participate and watch cultural events, activities and programmes that can enrich the life of everyone, and can become careers, vocations, and hobbies for a lifetime. APA have placed higher importance on children's development in respect to its creative learning activities, specially focussing on early milestone development and building life skills and confidence for both the child and parent. 'Open House' Is APA's inclusion policy outlines their approach to removing barriers to participation policy which impacts on article 23 and 30, APA have close partnership with Orchard Brae and committed to provide more BSL (British Sign Language) and caption programming. Festival such as Rise up and Light the Blue are unique offering in respect events focussing on diversity and youth which APA use to engage new audiences and develop their wider programming to reflect Aberdeen's changing demographic more accurately. Light the Blue model is specifically 'young person led' directly by curation and through forum feedback (article 12,13,14)

The delivery of arts and culture activities can significantly impact several articles of the United Nations Convention on the Rights of the Child (UNCRC). Here are some key articles and how they relate to arts and culture:

1. Article 13 - Freedom of Expression: This article ensures that children have the right to express their thoughts and ideas freely. Arts and cultural activities provide a platform for children to express themselves creatively through various forms such as painting, music, dance, and drama
2. Article 29 - Goals of Education: This article emphasizes the development of the child's personality, talents, and mental and physical abilities to their fullest potential. Engaging in arts and cultural activities helps in nurturing these aspects by encouraging creativity, critical thinking, and emotional development
3. Article 31 - Leisure, Play, and Culture: This article recognizes the child's right to rest and leisure, to engage in play and recreational activities, and to participate freely in cultural life and the arts. Providing access to arts and cultural activities ensures that children can enjoy these rights, contributing to their overall well-being and development
4. Article 30 - Children of Minorities or Indigenous Groups: This article protects the rights of children from minority or indigenous groups to enjoy their own culture, practice their own religion, and use their own language. Arts and cultural activities can help preserve and promote these cultural identities, fostering a sense of pride and belonging among children
5. Article 14 – Freedom of thought, belief and religion: Many cultural activities are rooted in religious or spiritual traditions. The Human Rights Act protects the freedom to manifest one's religion or beliefs, which can include participating in cultural and religious events

By supporting these rights, arts and cultural activities play a crucial role in the holistic development of children, helping them to grow into well-rounded individuals.

## 6.3 What mitigations can be put in place?

**What can be done to remove or reduce any negative impacts of this policy (if applicable)?**

No known options.

**If mitigations are in place, does this remove or reduce the negative impact?**

**No – negative impact remains**

x

**Yes – negative impact reduced**

**Yes - negative impact removed**



## 7: Environmental Impacts

Aberdeen City Council has a duty to meet its legal environmental responsibilities by working towards Net Zero emissions, adapting to climate change, and acting in a way it considers most sustainable. We must also fulfil the [biodiversity duty](#) and [sustainable procurement duty](#).

This section in the Integrated Impact Assessment demonstrates that these considerations that have been made in the policy, that the impact of proposals made is understood and accepted, and what mitigating steps can be taken to reduce any negative impact of the policy.

Use this guide to understand more on the legal climate change duty: [Climate change - gov.scot \(www.gov.scot\)](#) and find out more about how Aberdeen is adapting to Climate Change: [Aberdeen Adapts | Aberdeen City Council](#)

7.1 What is the impact of this policy on any of the below climate, environmental and waste considerations?

	Negative	Neutral	Positive
<a href="#">Council or City-wide carbon emissions</a>	x		
<a href="#">Active and sustainable travel</a>	x		
<a href="#">Facilities for local living</a>	x		
<a href="#">Resilience and adaptability</a> to flooding and weather events	x		
<a href="#">Biodiversity improvement</a> and <a href="#">wildlife/habitat connectivity</a>		x	
Water consumption and drainage	x		
Pollution (air, water, noise, light and land contamination)		x	
Impact on resource use and <a href="#">waste</a>	x		
<a href="#">Sustainable procurement</a> of goods and services	x		

7.2 In what way will the policy impact the environment?

The saving option will have some direct and implied impacts. Its assessed that the following would be at risk

- Aberdeen Performing Arts has an active team of Green Champions representing all areas of the organisation, headed by the Head of Finance and Sustainability. They lead on our green initiatives and sustainability initiatives.
- In addition the team of Green Champions, APA are the first arts organisations in the UK to invest in a dedicated Creative Change Maker for Climate Action role, focussed on working with artists, arts and cultural organisations, local communities, and regional and national partners to support sustainability and build resilience.
- APA are working with the Theatre Green Book Sustainable Building and Sustainable Operations framework to help inform targeted maintenance and improvement plans for the Council venues they operate in the coming years.
- As of 2023 venues are now using 100% renewable electric.
- Working with waste management provider they been able to achieve a diversion from landfill of over 95%.
- Partnering with local organisations to promote and encourage the use of public transportation to APA venues.
- Targeted reduction of printing across the organisation and reviewing the volume of external printed material.
- Working towards the Green Tourism Business Award scheme to achieve accreditation for all APA venues.

The arts and culture sector plays a significant role in promoting and impacting environmental sustainability in several ways:

1. **Raising Awareness:** Art can make abstract sustainability concepts tangible and evoke emotional responses that facts and figures may not. This can inspire individuals and communities to take action on environmental issues
  2. **Driving Cultural Shifts:** Through creative expression, the arts can help shape a culture that values and prioritizes environmental conservation. This can lead to broader societal changes in attitudes and behaviours towards sustainability
  3. **Optimizing Operations:** Many arts institutions are working to reduce their carbon footprint by implementing sustainable practices in their operations. This includes energy audits, improving building efficiency, and promoting recycling and composting
  4. **Supporting Sustainable Practices:** Arts organizations often host events, workshops, and exhibitions that promote sustainable practices and environmental education. These activities can engage the public and encourage more sustainable lifestyles
  5. **Catalysing Community Engagement:** Public art installations and community projects centered around sustainability can foster discussions and initiatives aimed at environmental conservation. This helps build community resilience and social cohesion
- By integrating these practices, the arts and culture sector not only contributes to environmental sustainability but also helps to inspire and mobilize broader societal efforts towards a more sustainable future.

If APA were unable to continue operating that would lead to the vacating of 3 listed venues. The climate impact of a vacant building can be significant in several ways:

**Energy Inefficiency:** Vacant buildings often lack regular maintenance, leading to energy inefficiencies. Heating, cooling, and lighting systems may still consume energy, contributing to unnecessary greenhouse gas emissions.

**Urban Heat Island Effect:** Vacant buildings and lots can exacerbate the urban heat island effect, where urban areas become significantly warmer than their rural surroundings. This is due to the lack of vegetation and the presence of heat-absorbing materials like concrete and asphalt.

**Stormwater Management:** Vacant properties can contribute to poor stormwater management. Without proper maintenance, these areas may lack green infrastructure, leading to increased runoff and potential flooding.

**Resource Depletion:** The construction and demolition of buildings consume significant resources. Vacant buildings that are not repurposed or maintained can lead to wasted materials and energy.

### 7.3 What considerations have been made in reaching the above assessment?

#### **What internal or external data has been considered? What does this data tell us?**

APA report quarterly against an environmental performance improvement framework and publish key outcomes on their website <https://www.aberdeenperformingarts.com/our-environment/#mission>

As a Creative Scotland Regular Funded organisation they are subject to the Creative Scotland environmental impact reporting, coordinated by Creative Carbon Scotland. Information on impacts to date are available at <https://www.creativecarbonscotland.com/greening-culture/>

**What consultation and engagement has been undertaken with local groups, partner organisations, experts etc? Where required, identify any other environmental assessments that have been completed.**

All engagement and consultation undertaken has been detailed elsewhere within this IIA.

#### 7.4 What mitigations can be put in place?

What can be done to remove or reduce any negative impacts of this policy (if applicable)?		
Commission other services to undertake culture climate change activities, consider alternative uses or operators for the venue- this may occur more cost longer-term than the initial saving		
If mitigations are in place, does this remove or reduce the negative impact?	No – negative impact remains	
	Yes – negative impact reduced	✓
	Yes - negative impact removed	

## 8: Sign Off

### **Any further positive or negative impacts on individuals or groups that have been considered?**

As external organisations they attract sponsorship, make grant funding applications and work in partnership with private and commercial entities that can provide the resources/funding to deliver opportunities that is different from the Council. This may provide specific targeted and/or one-off opportunities with people or groups that may not be able to be access if funding ceases to be paid by the Council.

**STAFFING** It is highly likely an immediate consequence of this policy would be job losses as APA seek to making savings. As highlighted, that would most likely come through the stopping of creative learning programming. Without consultation we are unable to state exact numbers, but it should be noted APA is the largest creative industries employer in the Northeast, it is highly likely cuts to APA would have a knock-on effect to the wider creative /tourism economy and supply chains.

**VENUE CLOSURE** A possible outcome of the saving requirement would be APA reducing the estate they currently programme to focus on the venues with the greater income potential. That would mean the closure of the Aberdeen Lemontree. This would mean the loss of grassroots music venue but also the home of creative learning for APA.

**VISITOR ECONOMY/ CITY CENTRE RECOVERY** No consultation has been undertaken with these groups, a reduction in cultural offer will have an impact on the city's attractiveness as a destination which in turn lead to reduced visits, impacting the wider economy (accommodation and hospitality providers) who are facing significant economic challenges in the current climate, with an employee base disproportionately high in respect to protected characteristics. The importance of cultural activity as a driver to city centre economy is clear and well documented.

### **Does the policy relate to the Council's [Equality Outcomes](#)? If yes, how.**

Yes, potentially impacts on the Council's ability to deliver on the following targets.

Aberdeen City Council as a service provider

EO 1 - All people with protected characteristics will access information, goods and services knowing that social and physical barriers are identified and removed, with a focus on Age, Gender reassignment and Disability.

EO 2- Diverse communities in Aberdeen will have an increased sense of safety and belonging within their neighbourhood and City, with a focus on Race (including Gypsy/Travellers), Religion and Sexual Orientation.

EO 3 – Representation in civic participation of people with protected characteristics will be improved by ensuring our leaders, staff and organisation champion the equality agenda in the City, with a focus on Disability, Race and Sex.

### **Overall summary of changes made to the policy as a result of impact assessment.**

None

### **Outline how the impact of policy will be monitored.**

Budget decisions will be taken at the Council meeting in March 2025 and implementation of decisions taken will be subject to quarterly financial monitoring and in addition Aberdeen Performing Arts will continue to be scrutinised and monitored through the ALEO assurance hub, and the requirement for them to present to the Council an annual report. It is highly likely that the option would result in venue closure and staff reductions which may require further impact assessments.

### **If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.**

There are remaining negative impacts but due to the overarching requirement to consider the options available to achieve savings and ensure the Council sets a balanced budget, a statutory requirement, then it should be considered to proceed, noting the option should be considered against the approved Cultural Investment Framework process.

### **Assessment Author**

Stuart Bews / Mark Bremner

<b>Date</b>	17/01/2025
<b>Chief Officer</b>	Julie Wood
<b>Date</b>	22.02.25