

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

1.1 Title

Removal of subvention fund for TECA

1.2 What does this policy seek to achieve?

This policy seeks to create a budget saving of £200k per annum by stopping the contract for subvention Funding to TECA. The Subvention fund incentives conference and event organisers to hold events in P&J Live. Below is an example of conferences this fund has helped attract to city.

- British Obesity and Metabolic Surgery Society
- British Orthopaedic Association
- British & Irish Hypertension Society Annual Meeting
- European Society for Clinical Pharmacy Annual Meeting
- British Elbow and Shoulder Society Annual Meeting
- European Conference on Visual Perception Annual Conference
- Infection Prevention Society Conference
- British Association of Critical Care Nurses Annual Conference
- International Family Therapy Conference
- UK Stroke Forum
- European Society of Breast Imaging (EUSOBI) Annual Congress
- British Society for Rheumatology Winter Conference
- Scottish Cancer Conference
- British Association of Spinal Surgeons Annual Congress
- The Association of Early Pregnancy Units Annual Meeting
- British Hip Society Annual Meeting
- British Association of Urological Surgeons Annual Meeting

It is noted that there is a contractual agreement in place for this funding.

1.3 Is this a strategic programme/proposal/decision?

This is a non-statutory fund and therefore is being considered as part of the budget process.

The decision to remove this budget line is subject to a decision of Full Council as part of its budget setting process, therefore this is considered to be strategic.

1.4 Is this a new or existing policy?

This is a new policy proposal

1.5 Is this report going to a committee?

Yes

1.6 Committee name and date:

Full Council. Budget setting meeting – 5 March 2025.

1.7 Report no and / or Budget proposal number and / or Business Case reference number:

New 122

1.8 Function and Cluster:

City Regeneration and Environment Function
City Development & Regeneration Cluster

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 | | |
| Age | | x | | | |
| Disability | | x | | | |
| Gender Reassignment | | x | | | |
| Marriage and Civil Partnership | | x | | | |
| Pregnancy and Maternity | | x | | | |
| Race | | x | | | |
| Religion or Belief | | x | | | |
| Sex | | x | | | |
| Sexual Orientation | | x | | | |

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

Removal of the subvention fund will negatively impact the local economy to the value of £14m annually according to the impact assessment of ASM Global (operator of TECA) based on guidelines provided by Visit Scotland. This impact will be felt by people with protected characteristics, such as employees, suppliers, customers, users and participants.

The impact of large event venues like P&J Live on individuals with protected characteristics can be significant. The venue provides valuable opportunities for economic growth, community engagement, and cultural representation, and prioritises accessibility, inclusivity, and safety to ensure that all individuals can benefit from the events hosted.

Job Creation: P&J Live creates job opportunities for individuals from diverse backgrounds, including those with protected characteristics. This includes roles in event management, hospitality, security, AV/IT and technical support.

Support for Local Businesses: Events hosted at such venues often involve local suppliers and service providers, which can benefit businesses owned by individuals from protected groups.

Cultural Representation: P&J hosts a variety of events that can promote cultural diversity and inclusion, providing a platform for marginalised communities to showcase their talents and heritage.

Accessibility of Events: This venue can offer events that cater to diverse audiences, including those with disabilities, allowing them to participate in cultural, educational, and entertainment activities. The venue received prized industry recognition in the form of a Bronze 'Attitude is Everything' Award in 2024 for its efforts around accessibility and is striving to achieve either Silver or Gold in 2025.

Awareness and Advocacy: P&J can host events that focus on social issues, such as diversity and inclusion, can raise awareness and promote advocacy for the rights and needs of individuals with protected characteristics.

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?

ASM Global Economic impact assessment.

P&J Live send out a post-show survey to all attendees to gauge their experience and gain insight into how best the customer experience and journey within the venue can be enhanced. The following experience attributes are queried:

- Pre event communication
- Getting to the venue
- Parking
- Venue ingress
- Navigation
- Staff
- Food and Beverage
- Viewing expectations
- Audio-visual
- Cleanliness
- Safety and Security
- Sustainability
- Departure

As of January 2025 and across more than 7,100 survey responses, the venue has an overall experience score of 76% which is very strong given the broad range of shows staged and the wide-ranging demographic that attends, as well as the large number of attributes surveyed.

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

This was a new budget option proposal, and as such did not go for wider consultation. The Service Manager – Commercial, Chief Officer – City Development and Regeneration, and CEO of P&J Live discussed the proposal.

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

Those impacted do not form a coherent consultation group as would consist of staff, businesses, support services and visitors for conferences and business events. This option was not included in public consultation.

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)?

n/a

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

High

Medium

Low

Negative Impact Removed

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 |
|--|----------|---------|----------|
| Low income – those who have insufficient earnings to meet basic needs, such as food, clothing, housing, or utilities. | | X | |
| Low/ no wealth – those who have no savings for unexpected spend or provision for the future. | | X | |
| Material deprivation – 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 | |
| Area deprivation – 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 | |
| Socio-economic background – social class, parents’ education, employment, income. | | X | |

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

Removal of the subvention fund will negatively impact the local economy to the value of £14m according to the impact assessment of ASM Global (operator of TECA). However, there is no data to directly show impact on the basis of socio-economic disadvantage.

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? |
| ASM Global Subvention Fund Impact Assessment |
| What consultation and engagement has been undertaken with officers and partner organisations? |
| As above in 2.3 |
| What consultation and engagement has been undertaken with people who may be impacted by this policy? |
| As above in 2.3 |

3.4 What mitigations can be put in place?

| | | |
|---|-------------------------------|--|
| What can be done to remove or reduce any negative impacts of this policy (if applicable)? | | |
| n/a | | |
| 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 | |

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?

The subvention fund supports winning business for TECA by giving incentives to conference, expo and business event organisers. Criteria for award are related to economic impact for the city which are generated from number of delegates and days the event takes place (among others). The subvention is applied to successful bids, helping to secure the financial viability of the venue. Use of the subvention helps the event owner/client with the cost of hosting their event at the venue. As such the fund impacts:

Conference delegates

Suppliers to the venue e.g. catering, food and drink producers, technical equipment

Small businesses in the city providing goods and services who benefit from conference and business tourism activity e.g. taxi drivers, accommodation providers, restaurants, bars, cafes, retailers.

Removal of subvention funding would include these groups as part of the £14m reduction in economic impact.

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)? | | |
|---|-------------------------------|---|
| No alternative support would have the same impact as reduction to the costs of events for organisers. | | |
| 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: Right to life | | X | |
| Article 4: Prohibition of slavery and forced labour | | X | |
| Article 5: Right to liberty and security | | X | |
| Article 6: Right to a fair trial | | X | |
| Article 7: No punishment without law | | X | |
| Article 8: Right to respect for private and family life, home and correspondence | | X | |
| Article 9: Freedom of thought, belief and religion | | X | |
| Article 10: Freedom of expression | | X | |
| Article 11: Freedom of assembly and association | | X | |
| Article 12: Right to marry and start a family | | X | |
| Article 14: Protection from discrimination in respect of these rights and freedoms | | X | |
| Article 1 of Protocol 1: Right to peaceful enjoyment of your property | | X | |
| Article 2 of Protocol 1: Right to education | | X | |
| Article 3 of Protocol 1: Right to participate in free elections | | x | |

5.2 In what way will the policy impact Human Rights?

There are no impacts

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

| | | | |
|--|--|---|--|
| Article 32: child labour | | X | |
| PARTICIPATION | | | |
| Article 12: respect for the views of the child | | X | |
| Article 13: freedom of expression | | X | |
| Article 14: freedom of thought, belief and religion | | X | |
| Article 42: knowledge of rights | | X | |

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

It is not considered that the policy will impact the rights of children and young people. Each Article has been considered separately.

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)? | | |
|---|-------------------------------|--|
| n/a | | |
| 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 | |

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

7.2 In what way will the policy impact the environment?

Reduction in business activity will likely mean lower carbon emissions in the city as fewer people will travel to Aberdeen. However, residents may then travel out-with the city to events, concerts and conferences at venues that do not have the same environmental credentials.

The facility exists and will continue to require heating, servicing and frequent transport links even if use of the building is somewhat reduced. Resource use is therefore less effective per capita.

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? |
| None |
| 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. |
| None |

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)? | |
| No alternative support is proposed to replace the business lost as a result of removing the levy. | |
| | No – negative impact remains x |

| | | |
|--|-------------------------------|--|
| If mitigations are in place, does this remove or reduce the negative impact? | Yes – negative impact reduced | |
| | Yes - negative impact removed | |

8: Sign Off

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|---|
| Any further positive or negative impacts on individuals or groups that have been considered? |
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| The removal of £14m from the local economy is bound to have far-reaching, if non-specific, consequences for individuals, including those with protected characteristics, or at lower socio-economic levels. Loss of jobs, closure of business, potential loss of air and public transport connectivity or frequency, etc are all potential outcomes. |
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| Does the policy relate to the Council's Equality Outcomes? If yes, how. |
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|----|
| No |
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| Overall summary of changes made to the policy as a result of impact assessment. |
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| n/a |
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| Outline how the impact of policy will be monitored. |
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| n/a |
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| If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed. |
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| There are remaining negative impacts for the economy of the city. This is a non-statutory fund and therefore should be considered in this context as part of achieving a balanced budget. |
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|-------------------|------------------|
| Assessment Author | Matthew Williams |
| Date | 15/01/25 |
| Chief Officer | Julie Wood |
| Date | 10/02/25 |