

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

Further reduce funding to Aberdeen Performing Arts (additional option)

1.2 What does this policy seek to achieve?

This policy seeks to create a budget saving by reducing existing funding to Aberdeen Performing Arts by £700,000 (in addition to other savings applied) which would in effect lead to the organisation stop trading, closure of His Majesty's Theatre, Aberdeen Music Hall and Lemon Tree and the loss of over 250 direct jobs.

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.

However, it has to be noted that while in previous years APA has been awarded annual core funding through the Common Good Fund (distributed by City Development and Regeneration budget codes), 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).

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 123

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

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 may no longer be able to operate and that would lead to building closure and job losses both direct and indirect. This 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 2024 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 LGTBQ 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, schools' programmes and discounts would be the first to go as APA attempted to balance their books to remain a going concern.

With respect to Age, application for 2025 Culture Investment indicates participation programme primary focus is children and young people.

Participants: number per age group

Aged 0-5	1854
Aged 6-15	3408
Aged 16-24	1030
Aged 25-44	-
Aged 45-64	155
Aged 65-74	155
Aged 75+	124
Unknown/Not Age Specific	2921

Creative Engagement

- Youth Theatre and Young Company: Covering all ages, focusing on foundational theatre skills.
- Early Years Music: Introducing young children to music and rhythm through play.
- Beats and Rhymes: A hip-hop and rap initiative for teenagers, especially those with care experience.
- Community Choir and Script Reading for Seniors: Inclusive arts activities for adults, fostering joy and community spirit.

School holiday programmes and expanding adult engagement activities, informed by research conducted with the University of Aberdeen.

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. Creative Scotland announced multi-year funding decisions on January 31st 2025, which included awarding APA £1.69m over 3 years. While this is an overall uplift of £308,000 on their current funding, it represents only 66% of the request submitted. Additionally the funding is not being provided flat over the next 3 years, with year one only being £100k above present levels while the organisation continues to show an operational loss. While full terms and conditions are yet to be provided for the funding there is an expectation if a receipts financial position significantly changes i.e. loss of local authority support, their award will be subject to review and potential withdrawal.

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

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+.

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

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 carried out consultations with all 'core' funded cultural organisations, Council cultural service managers, Creative Funding recipients, Culture Aberdeen, Visit Aberdeenshire, Aberdeen Inspired, COSLA and national public sector funders. Surveys were also conducted with around 40 Creative Funding grant recipients.

Stakeholder engagement sessions led by Independent facilitator(s) Charlotte Wilson Research Services, consultee including current culture funding recipients, culture venues and other sector representatives. In terms of protected characteristic's representation the following groups participated. Early Intervention Aberdeen,

Aberdeen Interfaith Group, Learning Disability Group of Aberdeen and Aberdeenshire, Aberdeen Action on Disability, Aberdeen University Students' Association and We Are Here Scotland.

Aberdeen City Council undertook a two-part public consultation around the 2025/26 Budget and future spending plans from August 2024 to November 2024.

In Part 1, conducted throughout August 2024, participants were asked to provide feedback on four key areas: Budget Options, Council Tax, Service Area Prioritisation, and Capital Programme Expenditure. Under Budget Options, respondents were queried about the potential impacts of proposed options, including both reduction strategies and income-boosting charges. Regarding Council Tax, input was sought on acceptable levels of increase and their potential impacts. Citizens were also invited to express their views on which service areas should be prioritised for spending and to offer their opinions on capital programme expenditure. In part 2, which took place throughout November 2024, the Council consulted on additional budget options, again focusing on the impact if implemented. The phase 2 consultation included budget options relating to the Aberdeen Health and Social Care Partnership.

There were 4278 responses across the four areas consulted on during part 1 of the online consultation and 1535 responses to part 2. Respondents had the option to indicate which protected characteristics would be affected.

79% of respondents felt further reduce funding to Aberdeen Performing Arts would have a negative impact, with 32% high, 24% medium, and 23% low. Meanwhile, 21% reported no impact.

Various approaches were offered to support participation. Throughout both phases, opportunities were offered for the public to attend face to face and digital sessions to discuss the proposals in more detail. There were 2 face to face sessions, including British Sign Language options and 4 digital sessions, with a total of 24 attendees

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

2025 Budget consultation phase 2

778 of 1382 respondents considered cuts to APA as having high/medium impacts on their lives

- Many respondents emphasised impact of cuts would negatively affect mental health
- Culture identified as providing significant social benefits, reducing isolation and fostering sense of community.
- Impact on children and young people, limiting development opportunities
- Loss of significant visitor attraction, impacting local economy and supported businesses
- Loss of accessibility, arts no longer accessible both financially and geographically for low-income families and individuals if funding cut
- APA provide a range of valuable programmes for vulnerable groups, including those with disabilities and the elderly.

Culture Investment Online Public Consultation on culture priorities, 409 completed the survey. Of those responding who stated they frequented APA venues and activities regularly-

- Around 33% stated they had a disability lasting 12 month or more which impacted their life
- 6.58% of respondents came from an ethnic minority background
- 19% of respondents live within The most deprived 20% data zones in Aberdeen City according to submitted postcode data.
- Just over 5% identified as gay, lesbian, bisexual or other

2024 Budget consultation (previous proposal to cut culture funding)

AGE

- Don't touch that arts & culture budget - especially when it comes to children and young adults' access. It's vital for mental health well-being, 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

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)?

None

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

High	√
Medium	
Low	
Negative Impact Removed	

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.	✓		
Low/ no wealth – those who have no savings for unexpected spend or provision for the future.	✓		
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.	✓		
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.	✓		
Socio-economic background – social class, parents' education, employment, income.	✓		

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

LOW INCOME HOUSEHOLDS

Reduction in free 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 as well as the removal of 'no questions asked' concession places available to those who do feel in a place they are unable to pay.

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.

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.

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.

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?

2025 Budget consultation phase 2
Budget Consultation 2024, impact of reducing support to culture. highlighted comments relating to socio-economic impacts:
LOW INCOME
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.
Arts and culture are extremely important to society and especially to enriching the lives of vulnerable people. 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.
HEALTH & WELLBEING
Arts and culture are important for mental wellbeing and quality of life.
These are vital resources for all of 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.

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)?

none

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	✓		
Small businesses	✓		

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

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 potential venue closures. This would in turn mean a significantly reduced cultural offer in the city. For the general public this would potentially lead to a need to travel to other cities in order to access performing arts 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) have demonstrated in their service standards they are 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)?

Direct customers to other live art performances venue programmes (P&J Live, Tivoli Theatre, Aberdeen Arts Centre)

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

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

5.2 In what way will the policy impact Human Rights?

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

Article 36: other forms of exploitation		✓	
Article 37: inhumane treatment and detention		✓	
Article 38: war and armed conflicts		✓	
Article 32: child labour		✓	
PARTICIPATION			
Article 12: respect for the views of the child	✓		
Article 13: freedom of expression	✓		
Article 14: freedom of thought, belief and religion	✓		
Article 42: knowledge of rights		✓	

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.

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)?		
nothing		
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?

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.

See section 2

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

x

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 or closure altogether.

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.

As APA employees a large amount of part-time staff to undertake front of house and customer service duties they do employ significant amount of students, who are reliant on their income to sustain studies in Aberdeen.

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.

In the majority of cases there is not an alternative without inducing further costs which may potential equal the savings being sought.

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 though if the saving was taken APA would not be in a position to continue and would eventually enter into administration.

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 in that context but noting it has a dependency on Aberdeen City Council's approved Culture Investment Framework process.

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Date	17/01/2025

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Date	13/02/2025