

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

Silver City Heritage and Place Programme- City centre east and Castlehill (SCH&PP)

1.2 What does this policy seek to achieve?

The Heritage and Place Programme is an area-based funding programme that aims to contribute to the development of vibrant and sustainable places in Scotland, through community-led regeneration of the historic environment.

The SCH&PP governance structure seeks to achieve equality in representation in the community's voice in the development and delivery of the Heritage and Place Programme.

The SCH&PP project team structure seeks to provide appropriate resources to ensure delivery of the SCH&PP outcomes and compliance with funder requirements.

Following successful first round (development phase) grant applications to Historic Environment Scotland and the National Lottery Heritage Fund, and in line with Committee approval of 29 March 2023 (COM/23/100), Aberdeen City Council has developed and submitted the full Delivery Phase applications. Outcomes are anticipated 17 June 2025. development phase

1.3 Is this a strategic programme/proposal/decision?

No

1.4 Is this a new or existing policy?

Existing, being refreshed

1.5 Is this report going to a committee?

No

1.6 Committee name and date:

1.7 Report no and / or Budget proposal number and / or Business Case reference number:
1.8 Function and Cluster:
Strategic Place Planning

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?

SCH&PP governance structure proposes an Area Partnership Board, with support to the project team through the Area Partnership Advisory Group.

The Area Partnership Board comprises representation from Council, community and business, the heritage sector, and young people. The inclusion of the Aberdeen Youth Movement is a point of departure from the Conservation Area Regeneration Scheme (CARS) Board and recognises the importance of the Aberdeen Youth Movement in representing young voices across the city. The Area Partnership Advisory Group represents and draws on the experience and knowledge of a breadth of groups, including those representing people with protected characteristics. People with disabilities are represented through the Disability Equity Partnership. A variety of faith groups, active in the scheme boundary, are also represented.

The structure of the SCH&PP Project Team seeks to provide the necessary resources and relevant skill sets to ensure the delivery of the project. The team includes staff dedicated to the delivery of the Community Heritage Activities Plan and the Traditional Skills Training Plan. The Plans will deliver activities and training that specifically support young people, celebrate cultural diversity and are accessible.

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?

In reaching the above assessment we have engaged with a broad range of internal and external consultees, to help to identify those people or groups underrepresented in the (previous) CARS programme structure and to identify those with an interest in the Heritage and Place Programme. We also reviewed the draft Heritage Activities Plan for Heritage and Place Programme, which identified unrepresented people/groups and barriers to engagement.

The two-tier structure of the Area Partnership (Board and Support Group) aims to ensure the community voices are heard in the delivery of the Heritage and Place Programme, in ways that are deliverable and equitable.

The Community Heritage Activities and Traditional Skills Training Plans were developed through engagement and co-design with stakeholders and target audiences, including focus groups and organisations representing people with protected characteristics. This enabled insights into how the activities/training might better support people with protected characteristics and supported the production of Plans that support positive impacts.

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

In seeking to engage with a wide range of (representative) stakeholders we have consulted with the Equalities Officer, the Disability Equity Partnership, Aberdeen Youth Movement, ACVO, Aberdeen Foyer, the residents of the multi-storey housing (Marischal & Virginia Courts) and other third sector organisations working in the city centre, faith groups active in the scheme boundary, retail representatives and educational institutions.

We identified very broad interest in actively engaging in the Heritage and Place Programme, either through codesigning and participating in activities and in supporting the programme through consultation and advice. The governance structure provides the platform by which we will deliver on the latter with the key stakeholders and community group. The Activities and Training Plan engagement is captured in the Activities Plan and the Skills Audit.

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)?

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.			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?

The programme will make positive impacts on people from the deprived areas of the east end of the city centre through ensuring that they are represented on the Area Partnership Advisory Group and through specific activities in the Activities and Training Plans. These include employability training and community garden projects, that seek to improve employment prospects and support the growing of fresh food.

In providing support to, and a sounding-board for, the Project Team the Advisory Group will help to steer the programme outputs and support the delivery of the shared outcomes.

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?

Data on the community within our scheme boundary is captured in the City Centre Locality Plan (City Centre and Hanover neighbourhoods) and Place Standard exercise in March 2020.

Data from the Locality Plan includes higher than average crime rates for City Centre East (247 per 1000 population) against a city wide rate 35.3 per 1000 and high Universal Credit recipients, with 42.3% of people on Universal Credit (UC) in Aberdeen living within the Central locality of which 802 people were in the City Centre. Lowest scoring areas were the ability to participate in decisions and help change things for the better (2.7) as well as the economy and access to jobs (2.8). The latter two scores highlight the need for greater community engagement through H&PP and the scope of activities that directly (and indirectly) support training and education.

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

We have engaged with housing support officers for the area as well as service providers active and/or based in the area.

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

We have engaged with local residents and business owners as well as service users for third sector organisations operating in the scheme area. This is captured in the Activities plan, Skills Audit and through the Theory of Change workshop and the development of the Evaluation Framework.

The approved governance structure supports local representation (residents, business and third sector) on the Project Steering Group. The Activities and Training Plan respond to community needs, with activities co-designed with the people who may be impacted for the policy.

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)?

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.pdf](#)

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?

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)?		
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		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?

The policy will have neutral impact.

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)?		
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?

Through representation on the Board (AYM) and co-design and participation on activities the rights of young people identified above will be impacted positively. Young people will have a platform to express their view and hopes for the city centre and will play an active role in helping to agree project outcomes and activities for Heritage and Place Programme.

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)?		
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?

SCH&PP will deliver a number of community initiatives in the city centre east, which will result in positive environmental impacts. Central to this is the creation of a community garden and other greenspace improvements around the historic castle walls. The scale of the greenspace improvement and its location will support biodiversity improvement and improve habitat connectivity. As a community garden the project will enable the growing of food and reduction of waste, providing a local and sustainable source of fresh food.

The project governance structure and Activities Plan supports local engagement and the project team ensures appropriate resources and skills are in place to capitalise on opportunities for the environment and linkages with wider city environmental initiatives.

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?

A initial walk-over assessment of the greenspace was undertaken by the Climate and Environmental team and current management discussed with Parks team. Discussions have taken place with colleagues and partners around complimentary environmental initiatives that SCH&PP greenspaces project can support.

These discussions and visits have identified the scope for improving the biodiversity and for supporting community growing in this part of the city, both of which improve the connectivity of habitat across the city.

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.

Engagement with local residents and groups is captured in the Activities Plan. Detailed environmental assessments will be undertaken in the delivery phase.

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)?

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?
Does the policy relate to the Council's Equality Outcomes? If yes, how.
Overall summary of changes made to the policy as a result of impact assessment.
<p>Young people and people with disabilities will have greater representation in the governance structure of the Heritage and Place Programme, and the programme will benefit from their experience, insights, and ideas.</p> <p>People with protected characteristics and the local community will benefit from the delivery of the broad range of activities in the Activities and Training Plans, either directly as participants or as a result of improvements to their area and local services. To deliver the project outcomes and ensure alliance with wider Council and community initiatives the SCH&PP requires an appropriately resourced project team.</p>
Outline how the impact of policy will be monitored.
<p>We will meet with the Project Advisory Group twice a year to report on progress and gather views of progress and proposals. These meetings are a critical sounding board for community views and will inform the project. Engagement and consultation on individual activities and projects within the scheme will be informed by individual project teams, where appropriate.</p> <p>We will formally monitor progress (and implement any changes as necessary) on an annual basis with the support of an evaluation consultant.</p>
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.

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Date	3 April 2025
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Date	25/04/2025