

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

Aberdeen City Council Travel Plan (2025)

1.2 What does this policy seek to achieve?

The Council Travel Plan is mainly concerned with how staff travel to, from and during work and how they can be encouraged to do this more sustainably by promoting and facilitating access to the available travel options. It looks at how to incentivise all staff to travel more sustainably to, from and during work and how to encourage staff to pick the most sustainable option, including whether a journey needs to be made at all, and also deals with the behaviour change/ awareness raising aspects of travel and how the Council can promote sustainable alternatives for travel to staff. The Plan looks at how the Council can minimise the impact of travel from staff, foremost for the benefit of the transport system and the environment but also stresses the money-saving and health benefits of active and sustainable travel. The purpose of the Council Travel Plan has always been to encourage transport modal shift amongst staff from the private car to more sustainable forms of transport, in accordance with a number of the Council's transport and environmental plans and objectives. The draft Council Travel Plan (2025) was informed by consultation where feedback was sought on each distinct section within the Plan. Now that the process has concluded the draft Council Travel Plan (2025) is being reported back to committee for approval and adoption.

The Council Travel Plan (2025) will set the context and vision for how the Council will encourage staff to travel and will be the guide for how the Council will then refresh its own Staff Travel Policy. The Policy will sit under the Plan and contain the policies and procedures needed to achieve the Council Travel Plan (2025) vision.

It is essential that the Council has a travel plan in place. A travel plan sets out the Council's aspirations for encouraging all employees and Elected Members to travel sustainably to, from, and during work no matter which ACC site, school or office location they are based at. By helping to facilitate and encourage sustainable transport options amongst staff, the plan helps enable a shift away from reliance on driving alone in a private car to alternatives such as walking and wheeling, cycling, public transport and shared vehicles. This will help to foster positive outcomes for staff health, carbon emissions and air quality in the city whilst helping the Council to lead by example. Given that a travel plan is often a requirement for

new developments, it is important that the Council is able to demonstrate that its own plans are competent and that it is actively planning to reduce the impact of staff travel. For the Council, a travel plan can also be a useful tool in attracting external funding to implement sustainable transport initiatives.

Although there is an existing travel plan in place for Aberdeen City Council, there is a need to refresh it due to changes to the transport and surrounding context since the current version of the document was adopted in 2001. Major changes to the physical transport network include the launch and enforcement of the Aberdeen Low Emission Zone, increased city cycle infrastructure, the growing popularity of ebikes, more pedestrian space across the city, enhanced rail capacity and additional stations across the North East, and the Aberdeen Western Peripheral Route fully opening in 2019. For vehicles, the growth of plug-in and hydrogen powered vehicles and refuelling infrastructure has also brought change, and the launch and subsequent growth of the car club has changed the way in which people access cars. In addition, the impacts of COVID-19 public health emergency have resulted in long-term changes to the way people work and travel. These have manifested in changes to working patterns, including more remote, flexible and hybrid working. There has also been greater awareness of the issues associated with physical inactivity and mental health and the health benefits of active travel. Furthermore, there have been changes in the policy context, including the adoption of Net Zero Aberdeen, the Council's Climate Change Plan and, nationally, commitments around a reduction in car kilometres travelled and phasing out the need for new petrol and diesel cars and vans by 2030. Therefore, to ensure that the Council is able to adapt to this, and provide the best information to its employees, a new, more up to date travel plan is required.

The draft Council Travel Plan (2025) has the following vision and aims

Vision – A Council where staff are able to do their jobs successfully without being reliant on a private car to travel to, from and during work and are equipped with a mix of sustainable transport choices and supporting information to make this possible, benefitting them, the Council and the City.

Aims –

- Reduce the emissions from staff travel to, from and during work.
- Reduce the need for staff to travel to, from and during work.
- Increase the number of sustainable transport options and the attractiveness of them to staff.
- Increase the provision of information to make staff aware of the benefits of sustainable travel and the options available to them.

At the March 2024 meeting of the Net Zero, Environment and Transport Committee, Members agreed the following recommendations;

2.1 – Instruct the Chief Officers – Strategic Place Planning and People and Organisation, in consultation with the Chief Officer – Finance, to set up an internal officer working group to review and refresh the Council's Staff Travel Policy,

2.2 – Instruct the Chief Officer – Strategic Place Planning to update the Council's Travel Plan to align with any proposed changes to the Staff Travel Policy resulting from 2.1 ,

2.3 – Instruct the Chief Officers – Strategic Place Planning and People and Organisation to thereafter undertake consultation with Council staff and trade unions on any proposed changes to the Staff Travel Policy and/or the Council Travel Plan, and

2.4 – Instruct the Chief Officers – Strategic Place Planning and People and Organisation, following analysis of the consultation and finalisation of the documents, to report both the updated Staff Travel Policy and Council Travel Plan back to this Committee and/ or other relevant committees by Summer 2025 for approval.

However, when work began to review both the current Staff Travel Policy and Council Travel Plan, it became clear that developing the two refreshed documents in tandem may not be the best approach. Without an overarching vision and plan first being developed and agreed by Elected Members, it would be difficult to develop a policy to realise it. Therefore, it would be more beneficial for the new Council Travel Plan to be refreshed and approved first before beginning work to refresh the Staff Travel Policy.

It is proposed to therefore take the draft Council Travel Plan (2025) to the Net Zero, Environment and Transport Committee in June 2025 for adoption. The following recommendations are made for the committee to approve;

2.1 Note the work undertaken to date to prepare the draft Aberdeen City Council Travel Plan (2025);

2.2 Approve the adoption of the draft Aberdeen City Council Travel Plan (2025) as detailed in Appendix A;

2.3 Instruct the Chief Officer – Strategic Place Planning to monitor the impact of the Plan and to report progress on a biennial basis to the Net Zero, Environment and Transport Committee by way of Service Update;

2.4 Should the draft Council Travel Plan (2025) be approved, instruct the Chief Officers – Strategic Place Planning and People and Organisation, in consultation with the Chief Officer – Finance to report an updated Staff Travel Policy to Council through the Budget setting process.

1.3 Is this a strategic programme/proposal/decision?

The Council Travel Plan forms part of a strategic programme around staff travel. It will set the context and vision for how the Council will encourage staff to travel and will be the guide for how the Council will then refresh its own Staff Travel Policy. This will sit under the plan and contain the policies and procedures needed to achieve the Council Travel Plan vision. As well as being taken to committee, the refreshed draft Council Travel Plan (2025) will be taken to the Council's Strategy Board for information.

1.4 Is this a new or existing policy?

The Council already has an existing Council Travel Plan. The current proposal seeks the approval and adoption of the refreshed document, the draft Council Travel Plan (2025).

The refreshed Council Travel Plan will set the context for the Council to then go on to refresh its Staff Travel Policy. While the Council Travel Plan sets the context, the Staff Travel Policy contains the policies and procedures needed to achieve the Council Travel Plan vision.

1.5 Is this report going to a committee? yes

1.6 Committee name and date:

Net Zero, Environment and Transport, 10th June 2025.

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

CR&E/25/136

1.8 Function and Cluster:

City Regeneration & Environment, 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		X
Disability			X		X
Gender Reassignment				X	
Marriage and Civil Partnership				X	
Pregnancy and Maternity			X		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?

Given that the draft Council Travel Plan (2025) focuses on the use of sustainable transport and enabling staff to become less reliant on the private car, this is likely to bring the following impacts to those with protected characteristics:

Age

Positive Impacts:

- The scope includes all Council staff travel, including schools, potentially – as a by-product – impacting upon pupils on their journey to and from school. Even though pupils are not officially a focus of the document seeing teachers travelling sustainably may encourage them;
- Air pollution is known to disproportionately impact on the young and the elderly (including a strong link between traffic pollution and childhood asthma), therefore any modal shift away from private cars, many of which are likely to be fossil-fuelled, achieved from the revised document may bring benefits to these groups via a reduction in local air pollution;
- Research shows that only 56% of 17-24 year olds drive a car or van regularly ([Ipsos report](#)). Therefore, having a plan which promotes a range of alternatives to staff to driving a private car will help them and make the Council a more attractive place for those in this age group to work
- As people age some feel less comfortable or able to drive, especially at night or at busy times ([Older car drivers | AA](#)). Given that the retirement age continues to increase, there is a likelihood that Council staff may be working later into life. Therefore, having a plan which promotes a range of alternatives to staff to driving a private car will help them and make the Council a more attractive place for them to work

Negative Impacts:

- Encouraging staff to use other modes of transport ahead of the private car may cause inconvenience for older, less mobile people who rely more on a private car.

Disability:

Positive Impacts:

- Staff with certain physical disabilities and mental health conditions may benefit from opportunities to increase low-level physical activity via active travel outdoors with safer walking, wheeling and cycling;
- Air pollution is known to disproportionately impact on those with cardio-pulmonary complications, therefore any modal shift achieved from the refreshed document away from private cars, many of which are still likely to be fossil-fuelled (and consequent air pollution reduction) may bring health benefits to this group;
- Continued support for and promotion of the ability to work from home as part of the plan may also help people with disabilities by giving them alternatives to even having to travel

Negative Impacts:

- Encouraging staff to use other modes of transport ahead of the private car may cause inconvenience for people with certain disabilities, who may not qualify for a disabled parking space, but are reliant on a private car.
- Encouragement of electric vehicles, which are almost silent, could cause issues for deaf people who cannot hear them coming.

Pregnancy and Maternity:

Positive Impacts:

- Encouragement of safe active travel could support female staff to remain healthy and active during pregnancy;
- Continued support for and promotion of the ability to work from home as part of the plan may also help people who are pregnant by giving them alternatives to even having to travel and make it easier, once on maternity leave, to catch up with colleagues as part of “familiarisation/ check in” days.

Negative Impacts:

- Encouraging staff to use other modes of transport ahead of the private car may cause inconvenience for people with mobility issues, including pregnant people.

Race:

Positive Impacts:

- According to evidence from the Aberdeen Walking and Cycling Index (WACI) 2023, those from ethnic minority groups cycle more in Aberdeen compared to the white population so may benefit in particular from any changes brought by the revised document.

Sex:

Positive Impacts:

- Evidence has shown that women cycle less than men and have particular concerns on safety whilst travelling actively. The Plan’s encouragement of cycling and supporting measures may help to address this.

No negative impacts on the following protected characteristics have been identified at this stage: gender reassignment, marriage and civil partnership, religion and belief and sexual orientation. Nor have any positive impacts been identified for these groups, beyond those that are anticipated to result for the general population.

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?

Internal data has been considered from the biennial staff travel survey. This informed how staff currently travel to and for work, gave insight into current behaviours and barriers to active and sustainable travel amongst various groups and suggested opportunities for how active and sustainable travel might be increased in the future.

Other information sources, such as those from the AA and RAC, have been used to inform this assessment and are referenced above.

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

Consultation on the draft Plan was firstly undertaken amongst identified stakeholders, followed by two rounds of engagement with all staff. It was also reported to the Council's Strategy Board on 5th June 2023. This helped to ensure that all staff, including those with protected characteristics, had the opportunity to feed back on the refreshed document. In response to the consultation some minor amendments were made but nothing that changed the main approach of the plan.

As this is an internal document, consultation did not take place with external organisations.

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

The draft Council Travel Plan (2025) has been developed by a core team comprising of representatives from teams across the Council including Trade Unions. All those who were part of the core team are detailed below:

- Transport Strategy and Programmes Team
- Procurement Team
- Climate and Environment Policy Service
- Facilities Team
- Information Technology Team
- People and Organisational Development Team
- Equalities Team
- Internal Communications Team
- Passenger Transport Unit
- Road Safety and Traffic Management Team
- Data and Insights Team

Once the revised document was produced, informed by the above groups, it then went out for two rounds of full consultation amongst all staff. These were publicised via the work intranet and with assistance from the Council's external comms team. This was imperative as all employees are potentially impacted and therefore ensured benefits are maximised for all with any potentially negative impacts kept to a minimum.

Furthermore, representatives from all the unions at the Council were contacted separately for comment. One union representative, from the Association of Headteachers and Deputies in Scotland, sent back comments.

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)?

The composition of the core team, detailed in section 2.3 above and including a representative from the Council's Equalities Team, should ensure that people with protected characteristics were well considered. Furthermore, the consultation with all staff on the draft Council Travel Plan (2025) helped to ensure that staff with protected characteristics had the opportunity to feed back into the process.

Although the plan encourages staff to look at other alternatives, rather than driving to, from and around work in a private car, it still acknowledges there will be times when car is the most appropriate use of transport. It will offer pool cars to employees and encourage shifts to lower emission vehicles were staff still have to use their own. Furthermore, the use of car sharing and ecodriving practices will also be promoted.

The Council already has salary sacrifice schemes in place which help to give staff access to bus travel, bike purchase and low emission vehicle leasing at a reduced rate. Given that the draft Council Travel Plan (2025) advocates such schemes as a means to be encouraging staff to travel more sustainably, these salary sacrifice schemes will be able to help Council employees better access sustainable transport choices.

The Council already offers many staff the ability to work from home, mitigating the need to travel in the first place and technology is already geared up to this.

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

High	
Medium	
Low	X
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?

Walking, cycling and using public transport are comparatively low-cost forms of transport, compared to the costs of having to own and maintain a private car. Given that the draft Council Travel Plan (2025) encourages greater use of these forms of transport, it has the potential to reduce the impacts of transport inequalities and transport poverty by making it easier for people to travel to, from and during work by walking, wheeling, cycling and public transport, and therefore to access key destinations, including education and employment opportunities in an affordable way. The Plan also supports virtual meetings and working from home, both of which don’t require travel at all. Furthermore, where people are needing to use a car for work, provision of pool cars means they can do this without needing to rely on their own private car. This removes the need to buy and run a private car which can be costly.

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?

Sustrans’ study into Transport Poverty in Scotland notes that, for 38% of high risk areas, commuting by cycle exceeds the national median (https://www.sustrans.org.uk/media/2880/transport_poverty_in_scotland_2016.pdf).

Comparisons on costs between private car and other forms of transport reveals that working from home, active travel and bus use are usually cheaper than owning and running a private car. Use of car clubs can also be too, especially for those who travel less than 8000 miles a year.

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

See section 2.3.

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

See section 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 – no negative impacts identified at this stage.

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?

By encouraging staff to travel to, from and during work using modes other than the private car the draft Council Travel Plan (2025) could lead to improved air quality and reduced traffic volumes which may create environments more conducive to shopping and other activities benefitting both consumers and small businesses. It could also help to improve journey time reliability for goods if they are less likely to be affected by congestion. The Plan encourages the use of a fleet of pool bikes based at Marischal College and available for staff to use for their travel. Each year these bikes are serviced by a local small business.

The plan also ensures that those that receive Council services delivered to their homes can still have that as staff potentially have more options for delivering them with pool bikes, pool cars and virtual meetings available to them as an alternative to their own private car.

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)?		
N/A – no negative impacts identified at this stage.		
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?

Given that the draft Council Travel Plan (2025) encourages greater use of walking, cycling and public transport which are amongst the least expensive forms of transport, it has the potential to make it easier for people to access key destinations, including teachers who deliver education, in an affordable way. It will also signpost people to places where they can find out more information about active and sustainable transport, educating them and making them aware of what is available to them

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?

These positive impacts would all appear to be things which Council employees assist with and having access to a greater range of transport and accessibility tools will help them to support children.

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?

The draft Council Travel Plan (2025) contains the following Vision and Aims. These all support the minimising of environmental impacts

Vision – A Council where staff are able to do their jobs successfully without being reliant on a private car to travel to, from and during work and are equipped with a mix of sustainable transport choices and supporting information to make this possible, benefitting them, the Council and the City.

Aims –

- Reduce the emissions from staff travel to, from and during work.
- Reduce the need for staff to travel to, from and during work.
- Increase the number of sustainable transport options and the attractiveness of them to staff.
- Increase the provision of information to make staff aware of the benefits of sustainable travel and the options available to them.

In terms of each individual climate, environment and waste consideration, these are detailed below:

Council or City-wide carbon emissions – By promoting and enabling a range of different alternatives to driving, in a private car alone, the draft Council Travel Plan (2025) will encourage staff to use a range of alternative transport modes that have the potential to lower emissions. The plan also encourages use of electric vehicles where staff have to use a car and EVs have zero emissions at the tailpipe.

Active and sustainable travel – There are sections in the plan to encourage walking and wheeling, cycling, bus use, train use, taxis, motorcycles, car clubs, car sharing, low carbon vehicles and ecodriving

as well as asking people if they have to travel in the first place. These all have associated benefits in cutting emissions from staff compared with the private car.

Biodiversity improvement and wildlife/habitat connectivity - reduced emissions from transport can help to encourage biodiversity improvement and wildlife/ habitat connectivity as can using lower speed transport such as walking and cycling.

Pollution (air, water, noise, light and land contamination) – Encouraging people to use more sustainable forms of transport, than driving alone in their cars and using lower emission transport can help reduce air, water and noise pollution by reducing emissions from transport.

Impact on resource use and waste – the draft Council Travel Plan (2025) encourages people to look at transport solutions which are less resource intensive, use less fuel as well as ones which don't require the journey to be made in the first place.

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?
See section 2.3.
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 2.3.
An SEA, HRA or EIA do not need to be carried out for this.

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?

No further impacts anticipated.

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

Equality Outcomes as an Employer (2021- 2025)

Employer Equality Outcome 1 - Improve the diversity of our workforce and address any areas of underrepresentation, ensuring that there are equal opportunities for all protected groups (with consideration for both internal employees and external applicants), with a particular and prioritised focus on Age, Disability, Race and Sex. – Putting a plan in place which enables and promotes the range of different transport options available to staff, as well as whether they need to travel at all, helps demonstrate to employees that, in many cases, they do not need to be dependent on a car to do their job and, where they are, there are things they can do to reduce emissions and costs. This allows the Council to cater for a much larger range of personal circumstances than if it pushed people towards buying and using their own cars for travel to, from and during work. The updating of the plan and associated actions also demonstrate the Council's commitment to enabling this.

Employer Equality Outcome 2 - Ensure that all of our employees who have protected characteristics feel fully valued, safe and included at work, with a particular and prioritised focus on Age, Disability, Gender reassignment, Race, Sex and Sexual orientation. – As above, putting a plan in place which enables and promotes the range of different transport options available to staff, as well as whether they need to travel at all, helps demonstrate to employees that, in many cases, they do not need to be dependent on a car to do their job and, where they are, there are things they can do to reduce emissions and costs. This allows the Council to cater for a much larger range of personal circumstances than if it pushed people towards buying and using their own cars for travel to, from and during work. The updating of the plan and the associated actions demonstrate to staff that the Council is serious about enabling staff to be less car dependent and the health, environmental and cost reasons why this can be good to them. It also outlines some things which have already been put in place such as pool bikes and cars. Furthermore, the use of data from the staff travel survey, carried out every two years, to inform the plan and its monitoring, demonstrate the Council's desire to listen to employee feedback and to use it in the development of plans and projects.

Proposed draft outcomes as an Employer (2025 -2029)

Equality Outcome 1: Our workforce is as diverse and representative of the city we serve, with a focus on sex, disability, race and sexual orientation. – The evidence provided for Outcome 1 above is still applicable here

Equality Outcome 2: Employees feel their voice and experience is heard, valued and helps shape decisions that affect them. – The evidence provided for Outcome 2 above is still applicable here

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

No changes made as a result of this assessment.

Outline how the impact of policy will be monitored.

In order to establish the success of the draft Council Travel Plan (2025) and its actions, it is proposed that, as the staff travel survey will be used as an information source for monitoring, the monitoring timeline should match this. This means that monitoring will take place at least every 2 years during the period covered by the plan from 2025 until 2030. As the Staff Travel Survey is carried out on “even numbered” years this means 2026, 2028 and 2030. This will take place against the actions identified in the Plan with progress then reported back to the relevant committee. This will allow us to see how the trends are changing against the 2024 baseline. The full baseline figures for the 2024 survey are available in Appendix 1 of the Plan. it is acknowledged that the transport context is constantly changing. Should any major new developments, initiatives or changes occur during the life of this Plan, the Council will look to adapt the document in response to opportunities offered by these.

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

The development of the draft Council Travel Plan (2025) has been informed by a core team drawn from across the Council. Although some potentially negative impacts have been identified, these will be subject to further consideration going forward and the IIA will be updated if necessary to reflect any changes.

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