

# Aberdeenshire Council

## Integrated Impact Assessment

### Budget Proposals 2024/25

Assessment ID	IIA-001654
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Service Reviewers	Jane Wilkinson
Subject Matter Experts	Kakuen Mo, Caroline Hastings, Annette Johnston
Approved By	Kate Bond
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# 1. Overview

This document has been generated from information entered into the Integrated Impact Assessment system.

This assessment relates to the proposal to remove the Aberdeenshire Access Panel Coordinator post from Customer & Digital Services structure. The removal of this post would general a saving of £20K.

During screening 1 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 1 out of 5 detailed impact assessments being completed. The assessments required are:

- Equalities and Fairer Scotland Duty

In total there are 0 positive impacts as part of this activity. There is 1 negative impact, the impact has been mitigated.

A detailed action plan with 1 points has been provided.

This assessment has been approved by [kate.bond@aberdeenshire.gov.uk](mailto:kate.bond@aberdeenshire.gov.uk).

The remainder of this document sets out the details of all completed impact assessments.

## 2. Screening

Could your activity / proposal / policy cause an impact in one (or more) of the identified town centres?	No
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	No
Does the activity / proposal / policy have the potential to affect greenhouse gas emissions (CO2e) in the Council or community and / or the procurement, use or disposal of physical resources?	No
Does the activity / proposal / policy have the potential to affect the resilience to extreme weather events and/or a changing climate of Aberdeenshire Council or community?	No
Does the activity / proposal / policy have the potential to affect the environment, wildlife or biodiversity?	No
Does the activity / proposal / policy have an impact on people and / or groups with protected characteristics?	Yes
Is this activity / proposal / policy of strategic importance for the council?	No
Does this activity / proposal / policy impact on inequality of outcome?	No
Does this activity / proposal / policy have an impact on children / young people's rights?	No
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	No

## 3. Impact Assessments

Children's Rights and Wellbeing	Not Required
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	All Negative Impacts Can Be Mitigated
Health Inequalities	Not Required
Town Centre's First	Not Required

## 4. Equalities and Fairer Scotland Duty Impact Assessment

### 4.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)		Yes		
Age (Older)		Yes		
Disability			Yes	
Race		Yes		
Religion or Belief		Yes		
Sex		Yes		
Pregnancy and Maternity		Yes		
Sexual Orientation		Yes		
Gender Reassignment		Yes		
Marriage or Civil Partnership		Yes		

### 4.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income		Yes		
Low wealth		Yes		
Material deprivation		Yes		
Area deprivation		Yes		
Socioeconomic background		Yes		

### 4.3. Negative Impacts and Mitigations

Impact Area	Details and Mitigation

Impact Area	Details and Mitigation
<p><b>Disability</b></p>	<p>The Aberdeenshire Access Panel Coordinator supports three Access Panels in Aberdeenshire. Access Panels are independent groups of volunteers who work to improve access and inclusion for disabled people in their local community. They do this by raising awareness and helping to change attitudes among the general public about the need for inclusive access across facilities and services across Aberdeenshire. Access Panels are made up of all ages and abilities who share a passion for the issues faced by disabled people. Panels are supported by Disability Equality Scotland as the national umbrella body.</p> <p>The removal of this post would end the support provided by the Council to the three Access Panels in Aberdeenshire and impact negatively on disabled people across Aberdeenshire.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      The role carried out by the Aberdeenshire Access Panel Coordinator is to be subsumed into the Policy Officer role within the Business Strategy team. There will be minimal impact to the Access Panels as a result of the mitigation that is being put in place as access information and plans will still be provided to the Access Panels by the Business Strategy Team . The impact on this additional task for Policy Officers will be minimal.</p> <p>Timescale                      From October 2023.</p>

#### 4.4. Evidence

Type	Source	It says?	It Means?
Other Evidence	Knowledge within the Business Strategy team	The role of the Access Panel Coordinator is valued by the Access Panels. In recognition of this, the role will be subsumed into other roles in the team.	There will be minimal impact to Access Panels and disabled people as a result of this proposal.

#### 4.5. Engagement with affected groups

We have engaged with the current post holder, with the Chairs of the Access Panels, with the Access Panels and with the team members who will now carry out the role.

#### 4.6. Ensuring engagement with protected groups

Communicating plans with Access Panel chairs.

#### 4.7. Evidence of engagement

The Access Panels meet monthly and have been kept up to date and involved in the decision making and planning around the change in support.

## **4.8. Overall Outcome**

All Negative Impacts Can Be Mitigated.

The role of the Access Panel Coordinator will be carried out by a Policy Officer with minimal impact on the Access panels and disabled people.

## **4.9. Improving Relations**

Continue communication and ensure that Access Panels are kept up to date with any proposed changes.

## **4.10. Opportunities of Equality**

Access Panels improve access and inclusion for disabled people in communities across Aberdeenshire.

## 5. Action Plan

Planned Action	Details
The role of the Access Panel Coordinator will become subsumed in the Policy Officer role.	<p><b>Lead Officer</b> Fiona McCallum</p> <p><b>Repeating Activity</b> No</p> <p><b>Planned Start</b> Monday September 04, 2023</p> <p><b>Planned Finish</b> Wednesday October 04, 2023</p> <p><b>Expected Outcome</b> Support will continue to be provided to the three Aberdeenshire Access Panels.</p> <p><b>Resource Implications</b> Minimal.</p>