

Aberdeenshire Council

Integrated Impact Assessment

Budget Saving Proposal - End Nightwatch Provision at Macduff Harbour

Assessment ID	IIA-002634
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Approved By	Philip McKay
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1. Overview

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

The service is operated on a shift pattern (Sunday midnight to Friday 11pm). There is no weekend cover or formal weekend standby cover.

Captain Colin Bullen, the former Harbourmaster at Macduff, introduced these posts in the 1980s. The main role of this post is to patrol the harbour and ensure safety and security out with normal working hours. However, activity at Macduff Harbour has changed considerably since that time, with the total loss of cargo traffic and a substantial reduction in commercial fishing activity.

There is nothing in the data to suggest that Macduff Harbour is particularly vulnerable to crime. The current regime does not provide 24/7/365 presence and there is no record of abnormal levels of theft or damage.

These proposals impact on four permanent and two relief staff members.

During screening 3 of 11 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 3 out of 5 detailed impact assessments being completed. The assessments required are:

- Equalities and Fairer Scotland Duty
- Health Inequalities
- Town Centres First

In total there are 0 positive impacts as part of this activity. There are 7 negative impacts, all impacts have been mitigated.

A detailed action plan with 3 points has been provided.

This assessment has been approved by philip.mckay@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?	Yes
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	Yes
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?	No
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
Does the activity / proposal / policy relate to budget proposals?	Yes

3. Impact Assessments

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

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	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
Sex	<p>All affected employees are male. Potential discrimination.</p> <p>Can be mitigated Yes</p> <p>Mitigation Ensure HR Policies and Procedures are adhered to. Engage with HR and Unions.</p> <p>Timescale April 2025</p>
Area deprivation	<p>Impact on four permanent and two relief staff members who live locally.</p> <p>Can be mitigated Yes</p> <p>Mitigation The Springboard Programme will aim to redeploy these skills across the council.</p> <p>Timescale April 2025</p>

4.4. Evidence

Type	Source	It says?	It Means?
Other Evidence	Report to Infrastructure Services Committee, 1 June 2017 - Macduff Harbour Member Promoted Issue (Item 20)	Detailed assessment of the issues around removal of Nightwatch provision.	Consideration of the issues raised in relation to the MPI

4.5. Overall Outcome

Only Some Negative Impacts Can Be Mitigated.

Although redeployment will be sought for affected employees, there is no guarantee this will be successful and result in no loss of employment within the Town Centre.

Since the Nightwatch provision was established, Macduff Harbour has changed considerably, with the total loss of cargo traffic and a substantial reduction in commercial fishing activity.

5. Health Inequalities Impact Assessment

5.1. Health Behaviours

Indicator	Positive	Neutral	Negative	Unknown
Healthy eating		Yes		
Exercise and physical activity		Yes		
Substance use – tobacco		Yes		
Substance use – alcohol		Yes		
Substance use – drugs		Yes		
Mental health		Yes	Yes	

5.2. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Mental health	<p>There may be mental health impacts on those affected employees.</p> <p>Can be mitigated Yes</p> <p>Mitigation Redundancy can be a difficult time, and the Council recognises the need to support employees who are at risk of redundancy. There are various employee support programmes that can assist.</p> <p>Timescale April 2025</p>

5.3. Evidence

Type	Source	It says?	It Means?
External Data	https://www.mind.org.uk/workplace/mental-health-at-work/coping-with-redundancy/	External resource on the impacts of redundancy on mental health.	External resource on the impacts of redundancy on mental health.

5.4. Overall Outcome

All Negative Impacts Can Be Mitigated.

By offering support to affected employees

6. Town Centre's First Impact Assessment

6.1. Local Factors

Indicator	Positive	Neutral	Negative	Unknown
Town centre assets		Yes		
Footfall		Yes		
Changes to road layouts		Yes		
Parking		Yes		
Infrastructure changes		Yes		
Aesthetics of the town centre		Yes		
Tourism		Yes		
Public safety			Yes	
Town centre business		Yes		
Cultural heritage and identity		Yes		
Social and cultural aspects		Yes		

6.2. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Public safety	<p>The response time may be delayed during emergency events with no nightwatch service.</p> <p>Can be mitigated Yes</p> <p>Mitigation The out of hours Duty Officer will cover emergency response directly if so required and is the only person trained to deal with them. The night watch can only deal with minor matters and still require the assistance of the out of hours duty officer.</p> <p>Notify emergency services of the out of hours duty officer contact details.</p> <p>Alarms to be raised by harbours users, members of the public and emergency services.</p> <p>Timescale April 2025 onwards</p>

Impact Area	Details and Mitigation
Public safety	<p data-bbox="544 221 1477 365">With no active nightwatch the security arrangements for all 4 northern harbours will rely on CCTV and other external emergency services for overnight periods. Fire, theft and damage to vessels will be at the risk of the vessel owner.</p> <p data-bbox="544 376 863 450">Can be mitigated Yes</p> <p data-bbox="544 461 1449 645">Mitigation The 24/7 CCTV systems will continue to be utilised to record any and all happenings. Notify emergency services of contact details for out of hours duty officer for emergency issues.</p> <p data-bbox="807 685 1442 831">It should be noted that only one nightwatch person is on shift at any one time covering 4 harbours. They may not be on scene to deal with security issues in the current format.</p> <p data-bbox="807 875 1442 949">All council infrastructure will be secured and or locked at end of shift each day.</p> <p data-bbox="807 987 1406 1099">CCTV footage will be provided to Police Scotland officers and official parties upon request as normal.</p> <p data-bbox="544 1111 1086 1144">Timescale April 2025 onwards</p>

Impact Area	Details and Mitigation
Public safety	<p data-bbox="544 221 1469 331">With no nightwatch, any standard dockside services for navigation assistance or offloading and storing of goods will not be available until daybreak.</p> <p data-bbox="544 338 863 409">Can be mitigated Yes</p> <p data-bbox="544 423 1453 607">Mitigation Any vessel wishing to navigate the Northern harbours at night must but do so at their own risk and provide sufficiently experienced and trained personnel to carry out their tasks safely.</p> <p data-bbox="807 647 1422 792">Vessels should continue to announce their entry and exit of a harbour over channel 12 VHF to warn other vessels and give way to vessels already exiting.</p> <p data-bbox="807 833 1461 1055">All vessel owners must be aware of the water depth required to safely navigate any harbour on their own at night within any specific tidal range. Navigation errors and any unnecessary resulting obstructions may be prosecutable under law.</p> <p data-bbox="807 1095 1437 1279">Vessels entering the harbour at night should occupy the berth they had previously been instructed to occupy or make fast to the nearest suitable berth without impeding others.</p> <p data-bbox="544 1292 1086 1326">Timescale April 2025 onwards</p>

7. Action Plan

Planned Action	Details
Consult with affected staff members if saving is approved.	<p>Lead Officer Gavin Penman</p> <p>Repeating Activity No</p> <p>Planned Start Thursday February 20, 2025</p> <p>Planned Finish Wednesday April 30, 2025</p> <p>Expected Outcome Staff fully informed of proposals.</p> <p>Resource Implications Staff time.</p>
Notify Harbour users and emergency services	<p>Lead Officer Gavin Penman</p> <p>Repeating Activity No</p> <p>Planned Start Tuesday April 01, 2025</p> <p>Planned Finish Wednesday April 30, 2025</p> <p>Expected Outcome Stakeholders fully aware of changes.</p> <p>Resource Implications Staff time</p>
Consult with HR and Unions	<p>Lead Officer Gavin Penman</p> <p>Repeating Activity No</p> <p>Planned Start Tuesday April 01, 2025</p> <p>Planned Finish Saturday May 31, 2025</p> <p>Expected Outcome Full engagement with HR and Unions</p> <p>Resource Implications Staff time</p>