

Aberdeenshire Council

Integrated Impact Assessment

Budget Savings 2025/26 - Deletion of Senior Registrar Post

Assessment ID	IIA-002645
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Approved By	Karen Wiles
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1. Overview

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

Deletion of the Senior Registrar post

During screening 1 of 11 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 are 0 negative impacts, all impacts have been mitigated.

A detailed action plan with 0 points has been provided.

This assessment has been approved by karen.wiles@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?	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	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. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
Internal Data	Service Manager and Acting Team Leader	The deletion of the Senior Registrar post is an amendment to the internal management structure of the team, which reflects experience gained during the secondment of the Team Leader and the Acting Up of the Senior Registrar without the latter post being backfilled. Whilst management capacity is reduced, the impact is mitigated as far as possible within the team through prioritisation of tasks and an acceptance that areas such as training and digital development cannot proceed at the same pace as in the past.	As described above

4.4. Overall Outcome

All Negative Impacts Can Be Mitigated.

The deletion of the Senior Registrar post is an amendment to the internal management structure of the team, which reflects experience gained during the secondment of the Team Leader and the Acting Up of the Senior Registrar without the latter post being backfilled. Whilst management capacity is reduced, the impact is mitigated as far as possible within the team through prioritisation of tasks and an acceptance that areas such as training and digital development cannot proceed at the same pace as in the past.