

Aberdeenshire Council

Integrated Impact Assessment

Reduction of routine ground maintenance of secondary and primary school estate

Assessment ID	IIA-003397
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Service Reviewers	Karen Tucker
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Approved By	Anne Marie Davies Macleod
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1. Overview

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

A target saving and reduction of service has been agreed between services. The details are currently being developed and will be reflected in service SLA.

During screening 1 of 12 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 1 points has been provided.

This assessment has been approved by annemarie.daviesmacleod@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
Does this activity / proposal / policy impact on consumers of Council services?	No

3. Impact Assessments

Children's Rights and Wellbeing	Not Required
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	No Negative Impacts Identified
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?
Internal Consultation	Between Landscape Services and ECS	Staff from both services consulted. Savings will be made by reducing non essential ground maintenance around the schools and reduced frequency of core works. This will impact the Landscapes team as they will look to reduce hours through natural wastage and reduce time sheeted additional hours / fixed term contracts.	No protected group impacted

4.4. Engagement with affected groups

Internal conversations between both services.
Engagement with Head Teachers

4.5. Ensuring engagement with protected groups

NA

4.6. Evidence of engagement

Multiple meetings throughout the last 12 months between both services that have included senior, middle and lower management, representing views of the team

4.7. Overall Outcome

No Negative Impacts Identified.

No protected groups impacted.

Considered reduction in what we do but not impacting ECS operations.

Landscaping team will work with their teams to mitigate any direct impact (reduction in fixed term contracts and overtime)

4.8. Improving Relations

Collaborative working between both services. Ensure period reviews are carried out

4.9. Opportunities of Equality

NA

5. Action Plan

Planned Action	Details	
If approved, further consultation will take place between both services	Lead Officer	Sofia Reinardy
	Repeating Activity	No
	Planned Start	Wednesday April 01, 2026
	Planned Finish	Monday June 01, 2026
	Expected Outcome	Budget saving due to reduced service provision
	Resource Implications	Landscape services will work through this as a team