

# Aberdeenshire Council

## Integrated Impact Assessment

### Cease 87% Health and Wellbeing App

Assessment ID	IIA-002575
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# 1. Overview

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

87% the company that provides a wellbeing app and assessment for Aberdeenshire council has gone into liquidation. We will not look to purchase another health and wellbeing app with associated costs.

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 2 out of 5 detailed impact assessments being completed. The assessments required are:

- Equalities and Fairer Scotland Duty
- Health Inequalities

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 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?	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?	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
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	All Negative Impacts Can Be Mitigated
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
Disability	<p>Reducing or removing elements of wellbeing support to the workforce may result in a greater impact for employees with a disability. There is research and some evidence that suggest employees with a disability are likely to be less well at work than employees without a disability.</p> <p>Can be mitigated                      Yes</p> <p>Mitigation                      HR have worked with our employee benefits providers to ensure that we have maximised the wellbeing and EAP elements provided alongside our salary sacrifice programme. The management information from VIVUP around wellbeing has been enhanced and the promotion of the service has been increased now that this is our only remaining employee wellbeing provision. In 2025 work will be undertaken to engage with protected characteristic groups within the workforce to understand the impact of work and this will include wellbeing for disabled employees. The annual employee attitude survey now asks a wellbeing question which can be analysed by protected characteristic meaning next year we will have a better understanding of the wellbeing trend by disabled employee, ie is it getting better or worse.</p> <p>Timescale                      Autumn 2025</p>

#### 4.4. Evidence

Type	Source	It says?	It Means?
External Data	Mental Health Foundation, UK Household Research	Links disability at work with reduced wellbeing, particularly mental health	Reducing our wellbeing provision may have a greater detrimental impact for our disabled colleagues.

#### 4.5. Engagement with affected groups

None, the company went into liquidation and we have replaced them with an offering from an existing partner - VIVUP who already provided our EAP service.

#### 4.6. Ensuring engagement with protected groups

This is planned for 2025

#### 4.7. Evidence of engagement

This is planned for 2025

#### 4.8. Overall Outcome

All Negative Impacts Can Be Mitigated.

Wellbeing offering is still in place and planned activity will help monitor impact and improve provision if necessary.

#### **4.9. Improving Relations**

Disability workplace groups.

Better understanding of the trends impacting disabled colleagues through the employee survey data and workforce data.

#### **4.10. Opportunities of Equality**

Not known.

## 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	

### 5.2. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
<b>Exercise and physical activity</b>	<p>Withdraw of app is a reduction in the assessment and material available to the workforce in this area.</p> <p>Can be mitigated Yes</p> <p>Mitigation Information and assessments are provided elsewhere - VIVUP employee benefits has an EAP, wellbeing assessment and resources, free of charge.</p> <p>Timescale Already available</p>
<b>Healthy eating</b>	<p>Withdraw of app is a reduction in the assessment and material available to the workforce in this area.</p> <p>Can be mitigated Yes</p> <p>Mitigation Information and assessments are provided elsewhere - VIVUP employee benefits has an EAP, wellbeing assessment and resources, free of charge.</p> <p>Timescale Already available</p>
<b>Mental health</b>	<p>Withdraw of app is a reduction in the assessment and material available to the workforce in this area.</p> <p>Can be mitigated Yes</p> <p>Mitigation Information and assessments are provided elsewhere - VIVUP employee benefits has an EAP, wellbeing assessment and resources, free of charge.</p> <p>Timescale Already Available</p>

Impact Area	Details and Mitigation
Substance use – alcohol	<p>Withdraw of app is a reduction in the assessment and material available to the workforce in this area.</p> <p>Can be mitigated Yes</p> <p>Mitigation Information and assessments are provided elsewhere - VIVUP employee benefits has an EAP, wellbeing assessment and resources, free of charge.</p> <p>Timescale Already Available</p>
Substance use – drugs	<p>Withdraw of app is a reduction in the assessment and material available to the workforce in this area.</p> <p>Can be mitigated Yes</p> <p>Mitigation Information and assessments are provided elsewhere - VIVUP employee benefits has an EAP, wellbeing assessment and resources, free of charge.</p> <p>Timescale Already Available</p>
Substance use – tobacco	<p>Withdraw of app is a reduction in the assessment and material available to the workforce in this area.</p> <p>Can be mitigated Yes</p> <p>Mitigation Information and assessments are provided elsewhere - VIVUP employee benefits has an EAP, wellbeing assessment and resources, free of charge.</p> <p>Timescale Already Available</p>

### 5.3. Evidence

Type	Source	It says?	It Means?
Other Evidence	Internal assessment	Replacement of one provider with another although a lesser offering is viewed as a sufficient substitute.	The workforce is supplied with adequate wellbeing assessments, resources and access to Employee Assistance Programmes.

### 5.4. Overall Outcome

All Negative Impacts Can Be Mitigated.

There is an adequate substitute provided.



## 6. Action Plan

Planned Action	Details
Improve VIVUP wellbeing offering	<p><b>Lead Officer</b> Kay Hopwood</p> <p><b>Repeating Activity</b> Yes</p> <p><b>Frequency</b> None</p> <p><b>Duration</b> done</p> <p><b>Expected Outcome</b> This work has been done.</p> <p><b>Resource Implications</b> No additional cost.</p>
Analyse results of employee attitude survey by protected characteristic	<p><b>Lead Officer</b> Kay Hopwood</p> <p><b>Repeating Activity</b> No</p> <p><b>Planned Start</b> Monday January 06, 2025</p> <p><b>Planned Finish</b> Friday February 28, 2025</p> <p><b>Expected Outcome</b> Better understanding of how employees with protected characteristics view wellbeing at work.</p> <p><b>Resource Implications</b> None</p>
Develop protected characteristic employees groups to consider matters such as wellbeing at work,etc.	<p><b>Lead Officer</b> Kay Hopwood</p> <p><b>Repeating Activity</b> No</p> <p><b>Planned Start</b> Friday January 31, 2025</p> <p><b>Planned Finish</b> Friday August 29, 2025</p> <p><b>Expected Outcome</b> A disability at work group will provide a valuable understanding of issues impacting employees at work, including wellbeing.</p> <p><b>Resource Implications</b> Employees time.</p>