

Aberdeenshire Council

Integrated Impact Assessment

Savings Proposals 25/26 - Housing Options Staffing

Assessment ID	IIA-002612
Lead Author	Christine Robertson
Additional Authors	Maureen Ewen
Service Reviewers	Hannah Russell
Subject Matter Experts	Kakuen Mo, Jane Wilkinson, Ricki Lyon, Jade Fitzpatrick
Approved By	Ally Macleod
Approved On	Friday January 17, 2025
Publication Date	Thursday January 23, 2025

1. Overview

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

The post of Team Leader (Options) will be a vacant post due to the retirement of staff member. As part of savings proposals and to assist with budget pressures consideration has been undertaken on whether resources are available elsewhere within the team. This IIA considers the impact of these savings in terms of vacancy management.

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 1 points has been provided.

This assessment has been approved by ally.macleod2@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	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	Discussion with other Team Leaders on existing resources and capacities within the Team	Discussions resulted in agreement for workloads and tasks being reviewed with an amendment to the team structure. Workload can be delegated to existing staff and no issues with capacity.	No requirement for post to be recruited, workloads can be managed from within the service with existing staffing model.
Other Evidence	Financial data	Budget savings required across the service which has been impacted by staffing costs due to pay increases etc	Requirement to take into consideration whether arising vacancies are essential to service and meeting statutory and legal obligations.

4.4. Engagement with affected groups

This engagement related to staffing savings and discussion was undertaken with the Team

Leaders within the service to consider work roles, capacities and impact should decision be taken not to recruit to the vacant post.

4.5. Ensuring engagement with protected groups

N/A

4.6. Evidence of engagement

N/A

4.7. Overall Outcome

No Negative Impacts Identified.

No direct impacts to service users as the tasks and workload from the post can be managed from existing resources within the team

4.8. Improving Relations

Ongoing monitoring of workloads following the change will be implemented to ensure that service delivery is not being impacted and workloads are manageable for the staff impacted by the change.

4.9. Opportunities of Equality

N/A

5. Action Plan

Planned Action	Details
<p>Review of all workload within this post has been considered along with the resources available across the wider team and workstreams have already been reassigned. Staff line managed under this role have also been transferred to another team</p>	<p>Lead Officer Christine Robertson</p> <p>Repeating Activity No</p> <p>Planned Start Monday September 16, 2024</p> <p>Planned Finish Monday December 02, 2024</p> <p>Expected Outcome Review of resources across the team indicate no requirement for further recruitment is not essential.</p> <p>Resource Implications All resources available across the wider team have been fully considered.</p>