

Aberdeenshire Council

Integrated Impact Assessment

2025/26 Budget - LLA Venue and Asset Fixed Operating Model

Assessment ID	IIA-002541
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Approved By	Avril Nicol
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1. Overview

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

Move all LLA Sport and Physical Activity (SPA) venues to a standard model of operation, which would influence budgets being set based on staffing structure to deliver programming, depending on the size of the venue. Venues would either work to an opening hours pattern to ensure staff costs are controlled the venue programming would also be tailored and comparatively rigid.

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 avril.nicol@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 Data	LLA Operations Structure Review - December 2024	The structure sets out the operating model for leisure centres, based on resource needed to fulfil programmed areas and public access	By updating role profiles it is anticipated that more keyholding resource at officer level will be made available, and allowing front line staff to focus on programme delivery. The staffing budget allocation is based on a formulaic approach to resource needs, however officer discretion is allowed for to ensure local timetables are unaffected.

4.4. Engagement with affected groups

Operations team and LLA Management team through venue resource mapping.

4.5. Ensuring engagement with protected groups

There will be no reduced opportunity to access leisure centres as a result of this initiative.

4.6. Evidence of engagement

Use of venue resource modelling and role profile reviews. Venue resource mapping has allowed a modelling resource based on existing service.

4.7. Overall Outcome

No Negative Impacts Identified.

The core modelling is based on opening hours. This is model will allow for a more conventional staffing budget and add resilience to the staff team based at venues to cover vacancies and rota patterns.

4.8. Improving Relations

Having a Community Leisure Officer post for every "main" venue and at the same time narrowing their focus will allow for more quality management of the leisure centre, and more time to be spent engaging with the venue users. The updated Team Manager post is designed to be place based, and heavily involved in driving performance and engaging stakeholders within their area of responsibility.

4.9. Opportunities of Equality

The venues will have more scope to engage public and existing users to continually create opportunity through programming for people to form good habits, and to lead healthier lifestyles.

5. Action Plan

Planned Action	Details
Ensure staffing changes are delivered in time for April 2025 new budget year.	<p>Lead Officer Allan Rae</p> <p>Repeating Activity No</p> <p>Planned Start Monday January 06, 2025</p> <p>Planned Finish Monday March 31, 2025</p> <p>Expected Outcome Fewer FTEs and reduced staffing budget</p> <p>Resource Implications Officer time</p>