

Aberdeenshire Council

Integrated Impact Assessment

2025/26 Budget - Operating Structure Review

Assessment ID	IIA-002542
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Approved By	Avril Nicol
Approved On	Thursday January 23, 2025
Publication Date	Monday February 03, 2025

1. Overview

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

Review of the staffing structure within LLA operations team to streamline management functions and keyholding responsibilities. This assumes at there would be no associated facility closures and maintaining "satellite" venues such as pavilions, halls and community centres as a corporate landlord, to minimum but safe standards per the council Responsible Premises Offer guidance. Efficiencies would be realised through headcount and assimilation 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 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	Through the collective use of resources (staff) savings can be made through working to more focused outcomes across the operations service.	It means that a realignment in line managements arrangements and role profiles should yield a more efficient operation

4.4. Engagement with affected groups

LLA service officers and leadership through business case justification, and engagement with existing Team Managers in anticipation of wider staff team.

4.5. Ensuring engagement with protected groups

HR process will be followed throughout.

4.6. Evidence of engagement

The new structure reflects solutions to ongoing operational needs to which the existing structure does not cater for. This change is the "next iteration" of the operational service to align to the prioritise of community focused and commercially minded. The new structure is more in keeping with the leisure industry, and places more day to day management presence within venues in order to positively impact customer experience. The structure will also seek to resolve operational challenges of vacancy management, keyholding capacity, and consistency over what staff resources are needed in any given venue.

4.7. Overall Outcome

No Negative Impacts Identified.

This element of the structure change does not directly impact LLA venue availability.

4.8. Improving Relations

More structure in day to day functions, set agendas and management team meetings where people and performance priorities can be discussed.

4.9. Opportunities of Equality

Through the place based objectives of the Team Manager posts, and building capacity for LLA to be involved in local led community planning.

5. Action Plan

Planned Action	Details
Implement changes in time for April 2025.	<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 Reduced staffing budget within the LLA Operations structure</p> <p>Resource Implications Officer time</p>