

Aberdeenshire Council

Integrated Impact Assessment

Budget Savings Proposal 2025/26 - Deletion of Modern Apprentice post

Assessment ID	IIA-002675
Lead Author	Jenn Askildsen
Service Reviewers	Sharon Van De Ruit
Subject Matter Experts	Kakuen Mo, Jane Wilkinson, Ricki Lyon, Jade Fitzpatrick
Approved By	Rob Simpson
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1. Overview

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

Proposal to delete post of Modern Apprentice post. The post became vacant in January 2025 so there are no redundancy implications. This post provides young people with an opportunity to enter the workforce and earn an SVQ. The post provides experience in a wide range of admin/office based tasks. It has been proposed as a budget saving due to the post being vacant and the current budget situation the Council is facing.

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 is 1 negative impact, of these negative impacts, 0 have been mitigated and 1 cannot be mitigated satisfactorily.

A detailed action plan with 1 points has been provided.

This assessment has been approved by rob.simpson2@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 Can Be Mitigated
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. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Age (Younger)	<p>Reduction for the Support Services team, Business Services Directorate and the Council as a whole to support the young workforce by providing apprenticeship opportunities.</p> <p>Can be mitigated No</p> <p>Justification Removal of post will reduce the opportunities.</p>

4.4. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
Other Evidence	Developing Young Workforce Programme	Aberdeenshire Council leads on a cross-service, cross-partnership approach to deliver on our Opportunities for All commitment to offer all young people in Aberdeenshire an appropriate place in further learning or training for all 16-19 years, ensuring every young person achieves their potential. See - https://dywaberdeenshire.org/young-people/	Not filling this post would mean a reduction in Modern Apprentice opportunities in the "admin" area of work which provides young people with the opportunity to learn office-based skills including digital skills, communication, working with colleagues etc.

4.5. Engagement with affected groups

N/A

4.6. Ensuring engagement with protected groups

N/A

4.7. Evidence of engagement

No engagement necessary as this is about deletion of a post that is vacant at the point of deletion

4.8. Overall Outcome

No Negative Impacts Can Be Mitigated.

The negative impact is the reduction of Modern Apprentice opportunities for young people which cannot be mitigated.

The post is vacant so does not impact any current incumbent. Deletion of post could proceed to address significant budget challenges faced by the Council.

4.9. Improving Relations

N/A

4.10. Opportunities of Equality

N/A

5. Action Plan

Planned Action	Details
<p>If budget savings proposal is accepted, consider how it would be possible to continue to provide opportunities for young people entering the workforce.</p>	<p>Lead Officer Jenn Askildsen Repeating Activity No Planned Start Tuesday April 01, 2025 Planned Finish Tuesday March 31, 2026 Expected Outcome Unsure Resource Implications N/A</p>