

Aberdeenshire Council

Integrated Impact Assessment

2025/26 Budget - Change of Operating Model of "non core" LLA facilities

Assessment ID	IIA-002539
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1. Overview

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

Change the operating model of all "non-core" community assets and offer only to inducted and trusted community groups by using established keyholding and access arrangements, similar to which is already in operation via ECS. Accelerate the asset disinvestment through due process of these venues found to be surplus (to the council), and remove from the council asset register. Mothball venues where there is nil use, and explore options for community empowerment assets using known good examples which exist already. In short, encourage more community access to community assets by removing the barrier of needing staff resource required to facilitate use.

During screening 2 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 3 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?	Yes
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	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	LLA Operating Structure Review - December 2024	The review removed the need for staffing "non-core" venues and rather aligning them to a peripatetic Community Leisure Officer whose role is to engage with the community to promote access to small community based venues.	This means that resilience will be built within communities and less reliance on service staff to arrange access. This way of working creates an element of risk for the local authority, but empowers communities to look after the facility, with a long term vision of enabling community asset transfer and identifying surplus venues to the local authority.

4.4. Information Gaps

Given the volume of venues LLA operates, it is not possible to know how capable each and every group will be to open and lock a building. However, this is mitigated by the need for the Community Leisure Officer to act as the liaison for anyone looking to access LLA "non-core" facilities, and through engaging the Area Officer team.

4.5. Measures to fill Information Gaps

Measure	Timescale
As part of the internal and external communications which will explain the ways LLA will work these gaps will become clearer, and local level mitigations put in place allow access to continue in a sustainable way. The CLO and Team Manager will spend time with Area Teams to ensure stakeholders are informed and supported to access facilities.	Q1 2025

4.6. Engagement with affected groups

Engagement in the known demand and use of venues takes place locally through the venue user groups and pitch user groups. There is also evidence of known hires from formal let requests, and existing keyholder access arrangement in place in many places.

4.7. Ensuring engagement with protected groups

There is no objective to remove access or service as a result of this initiative. User groups at local level will be engagement with to update on new operating arrangements and what, if anything, that will mean for them in terms of how they access a venue. Area Teams will be sought to support this on a local level, to ensure all current and potential stakeholders are very clear on access and availability for any given community asset.

4.8. Evidence of engagement

Existing disinvestment priorities of the service had yielded movement in identifying venues which currently have little or no use. This has involved specific engagement with specific venue users. It is clear that there is demand within communities to take greater control over some venues, including interest in community asset transfer. This initiative will not take opportunity to use venues away. There is a huge variety of community assets, so a clear and transparent way to understand need, and then use of the facility where this is established, is an essential part of the new operating structure.

4.9. Overall Outcome

All Negative Impacts Can Be Mitigated.

Working specifically with user groups on a case by case basis.

4.10. Improving Relations

This is a key aspect of the Community Leisure Officer role in managing the relationships of user groups to ensure a smooth transition to a new way of operational management of service assets. This post has the autonomy to use judgement, make decisions and find creative solutions to removing barriers to access.

4.11. Opportunities of Equality

The activity will enhance opportunity for community use of community assets.

5. Action Plan

Planned Action	Details
Roll out staff structure for April 2025 implementation	<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 Elements of staff assimilation and vacancy management prior to HR and recruitment processes following through.</p> <p>Resource Implications Officer time</p>
Establish access arrangements for "non-core" venues, which are venue specific.	<p>Lead Officer Allan Rae</p> <p>Repeating Activity No</p> <p>Planned Start Monday February 17, 2025</p> <p>Planned Finish Monday March 31, 2025</p> <p>Expected Outcome Clarity in operating expectations for any LLA venue, and transparency of risk management and compliance.</p> <p>Resource Implications Officer time.</p>
Internal and external communications of "how to access LLA venues"	<p>Lead Officer Allan Rae</p> <p>Repeating Activity No</p> <p>Planned Start Monday February 17, 2025</p> <p>Planned Finish Monday March 31, 2025</p> <p>Expected Outcome Easy to understand, simple instructions which inform people how to access LLA venues</p> <p>Resource Implications Officer time</p>