

Aberdeenshire Council

Integrated Impact Assessment

Budget Saving 2025-26 - Non filling seconded post

Assessment ID	IIA-002600
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Approved By	Sarah Rochester
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1. Overview

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

One off budget saving as PMO is now being funded through transformation budget for a fixed term period. The substantive posts remain in C&DS.

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 sarah.rochester@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	The posts have been temporarily reallocated to support transformation activity.	Temporary secondment. Previous activity to support digital projects will continue to be supported under the new model, but substantive posts remain in C&DS.	No requirement to backfill and no impact on any protected groups.

4.4. Engagement with affected groups

New arrangements agreed with transformation programme manager.

4.5. Ensuring engagement with protected groups

This a straightforward operational staffing matter and job roles are secure.

4.6. Evidence of engagement

n/a

4.7. Overall Outcome

No Negative Impacts Identified.

All job roles have been secured.

4.8. Improving Relations

Continued close working and good communication with the affected individuals as part of the digital transformation programme.

4.9. Opportunities of Equality

n/a

5. Action Plan

Planned Action	Details
Continued close working and good communication with the affected team.	<p>Lead Officer Kerry Thorneycroft</p> <p>Repeating Activity No</p> <p>Planned Start Wednesday January 08, 2025</p> <p>Planned Finish Sunday November 01, 2026</p> <p>Expected Outcome At conclusion of secondment individuals return to substantive posts.</p> <p>Resource Implications n/a</p>