

# Aberdeenshire Council

## Integrated Impact Assessment

### Budget reduction of £41,000 in Customer and Digital Services

Assessment ID	IIA-003431
Lead Author	Sarah Rochester
Additional Authors	Jane Wilkinson
Service Reviewers	Michelle Milne
Subject Matter Experts	Kakuen Mo, Jane Wilkinson, Jade Fitzpatrick, Ricki Lyon, Annette Johnston
Approved By	Kate Bond
Approved On	Monday February 09, 2026
Publication Date	Monday February 09, 2026

# 1. Overview

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

Budget saving proposed to reduce service budget by £41,000.

During screening 1 of 12 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 [kate.bond@aberdeenshire.gov.uk](mailto:kate.bond@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
Does this activity / proposal / policy impact on consumers of Council services?	No

## 3. Impact Assessments

Children's Rights and Wellbeing	Not Required
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	Only Some 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?
Other Evidence	None	No engagement undertaken, requested budget saving.	No data held.

### 4.4. Information Gaps

No data has been gathered as this is a requested budget saving.

### 4.5. Measures to fill Information Gaps

Measure	Timescale
On publication of the information to committee, full dialogue will be held with affected teams, and discussion undertaken about avenues to ensure that the saving is made in a way which they are aware of throughout.	February onwards, throughout the remaining calendar year.

### 4.6. Engagement with affected groups

The saving is likely to come from within communications, creative services and policy, and could

have an impact on small teams of people.

#### **4.7. Ensuring engagement with protected groups**

Not applicable as nothing has yet been undertaken.

#### **4.8. Evidence of engagement**

No evidence yet gathered.

#### **4.9. Overall Outcome**

Only Some Negative Impacts Can Be Mitigated.

A reduction in this budget line could impact frontline staff roles, and the saving would have to be made from vacancy management and or reduced working hours.

Budget savings have to be met.

#### **4.10. Improving Relations**

Ongoing dialogue and engagement with affected teams would be essential.

#### **4.11. Opportunities of Equality**

It doesn't.

## 5. Action Plan

Planned Action	Details
<p>Engagement and dialogue with affected teams. Scrutiny of budget lines for possible in-year savings ongoing. Vacancy management and staff consulted on a reduction in working hours considered.</p>	<p><b>Lead Officer</b> Sarah Rochester</p> <p><b>Repeating Activity</b> No</p> <p><b>Planned Start</b> Sunday March 01, 2026</p> <p><b>Planned Finish</b> Wednesday March 31, 2027</p> <p><b>Expected Outcome</b> Budget reduction, slower response times, and reduced team capacity to respond to business needs.</p> <p><b>Resource Implications</b> Possible mandatory reductions in service/working patterns.</p>