

Aberdeenshire Council

Integrated Impact Assessment

Savings Proposal - 2025/26 - Affordable Housing

Assessment ID	IIA-002659
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Approved By	Ally Macleod
Approved On	Tuesday January 28, 2025
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1. Overview

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

As part of saving proposals, a saving of £41,000 has been submitted from the General Fund - Affordable Housing staffing budget line. This IIA considers the impact of these proposed savings.

During screening 8 of 11 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 4 out of 5 detailed impact assessments being completed. The assessments required are:

- Childrens' Rights and Wellbeing
- Equalities and Fairer Scotland Duty
- Health Inequalities
- Town Centres First

In total there are 0 positive impacts as part of this activity. There are 22 negative impacts, of these negative impacts, 0 have been mitigated and 22 cannot be mitigated satisfactorily.

A detailed action plan with 3 points has been provided.

This assessment has been approved by ally.macleod2@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?	Yes
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	Yes
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?	Yes
Is this activity / proposal / policy of strategic importance for the council?	Yes
Does this activity / proposal / policy impact on inequality of outcome?	Yes
Does this activity / proposal / policy have an impact on children / young people's rights?	Yes
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	Yes
Does the activity / proposal / policy relate to budget proposals?	Yes

3. Impact Assessments

Children's Rights and Wellbeing	No Negative Impacts Can Be Mitigated
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	No Negative Impacts Can Be Mitigated
Health Inequalities	No Negative Impacts Can Be Mitigated
Town Centre's First	No Negative Impacts Can Be Mitigated

4. Childrens' Rights and Wellbeing Impact Assessment

4.1. Wellbeing Indicators

Indicator	Positive	Neutral	Negative	Unknown
Safe			Yes	
Healthy			Yes	
Achieving			Yes	
Nurtured			Yes	
Active		Yes		
Respected		Yes		
Responsible		Yes		
Included		Yes		

4.2. Rights Indicators

UNCRC Indicators upheld by this activity / proposal / policy	Article 23 - Children with disabilities Article 27 - Adequate standard of living
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4.3. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
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Impact Area	Details and Mitigation
<p>Achieving</p>	<p>By incorporating UNCRC into the delivery of affordable housing we are ensuring all children and young people are provided with shelter and the opportunity to achieve their potential. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding, without which the supply programme cannot be progressed across Aberdeenshire reducing housing supply. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Healthy</p>	<p>By incorporating UNCRC into the delivery of affordable housing we are ensuring all children and young people are provided with shelter and the opportunity to achieve their potential. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding, without which the supply programme cannot be progressed across Aberdeenshire reducing housing supply. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
Nurtured	<p>By incorporating UNCRC into the delivery of affordable housing we are ensuring all children and young people are provided with shelter and the opportunity to achieve their potential. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding, without which the supply programme cannot be progressed across Aberdeenshire reducing housing supply. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
Safe	<p>By incorporating UNCRC into the delivery of affordable housing we are ensuring all children and young people are provided with shelter and the opportunity to achieve their potential. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding, without which the supply programme cannot be progressed across Aberdeenshire reducing housing supply. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

4.4. Evidence

Type	Source	It says?	It Means?
Other Evidence	International and National documentation	The UNCRC is an international treaty signed by the UK in 1991 and came into force in Scotland July 2024. It sets out the civil, political, economic, social and cultural rights that all children are entitled to.	Children's rights are protected, fulfilled and realised in the delivery of housing and associated services.

4.5. Accounting for the Views of Children and Young People

N/A

4.6. Promoting the Wellbeing of Children and Young People

By incorporating UNCRC into the delivery of affordable housing we are ensuring all children and young people are provided with shelter and the opportunity to achieve their potential. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken

forward timeously to access external grant funding reducing housing supply across Aberdeenshire. A reduction in housing supply could impact on numbers of homeless households and increase the numbers of children in temporary accommodation.

4.7. Upholding Children and Young People's Rights

UNCRC is fundamental to children's and young people's rights.

4.8. Overall Outcome

No Negative Impacts Can Be Mitigated.

The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to drawn down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.

All services are required to make savings across budget lines. Although this could have negative impacts, the full extent of these are currently unknown until we understand which role(s) will be affected.

5. Equalities and Fairer Scotland Duty Impact Assessment

5.1. 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		

5.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income			Yes	
Low wealth			Yes	
Material deprivation			Yes	
Area deprivation			Yes	
Socioeconomic background			Yes	

5.3. Negative Impacts and Mitigations

Impact Area	Details and Mitigation

Impact Area	Details and Mitigation
Age (Older)	<p>The provision of affordable housing, across different tenures (social rent, mid market rent and affordable home ownership) and across a range of property sizes, will offer households the opportunity to access affordable, high quality, energy efficient housing appropriate to their housing needs. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding reducing housing supply across Aberdeenshire. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
Age (Younger)	<p>The provision of affordable housing, across different tenures (social rent, mid market rent and affordable home ownership) and across a range of property sizes, will offer households the opportunity to access affordable, high quality, energy efficient housing appropriate to their housing needs. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding reducing housing supply across Aberdeenshire. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Disability</p>	<p>The provision of affordable housing, across different tenures (social rent, mid market rent and affordable home ownership) and across a range of property sizes, will offer households the opportunity to access affordable, high quality, energy efficient housing appropriate to their housing needs. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding reducing housing supply across Aberdeenshire. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
Area deprivation	<p>The provision of affordable housing, across different tenures (social rent, mid market rent and affordable home ownership) and across a range of property sizes, will offer households the opportunity to access affordable, high quality, energy efficient housing appropriate to their housing needs. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding reducing housing supply across Aberdeenshire. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Low income</p>	<p>The provision of affordable housing, across different tenures (social rent, mid market rent and affordable home ownership) and across a range of property sizes, will offer households the opportunity to access affordable, high quality, energy efficient housing appropriate to their housing needs. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding reducing housing supply across Aberdeenshire. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
Low wealth	<p>The provision of affordable housing, across different tenures (social rent, mid market rent and affordable home ownership) and across a range of property sizes, will offer households the opportunity to access affordable, high quality, energy efficient housing appropriate to their housing needs. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding reducing housing supply across Aberdeenshire. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Material deprivation</p>	<p>The provision of affordable housing, across different tenures (social rent, mid market rent and affordable home ownership) and across a range of property sizes, will offer households the opportunity to access affordable, high quality, energy efficient housing appropriate to their housing needs. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding reducing housing supply across Aberdeenshire. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Socioeconomic background</p>	<p>The provision of affordable housing, across different tenures (social rent, mid market rent and affordable home ownership) and across a range of property sizes, will offer households the opportunity to access affordable, high quality, energy efficient housing appropriate to their housing needs. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding reducing housing supply across Aberdeenshire. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

5.4. Evidence

Type	Source	It says?	It Means?
Internal Data	Housing Need and Demand Assessment 2023; Local Housing Strategy 2018-2023; Rapid Rehousing Transition Plan; Housing Data	Identifies significant housing need across Aberdeenshire including demographics, households sizes and particular needs.	Informs the programme of future affordable housing developments with respect to affordable housing tenure, house types and sizes.
External Data	Scottish Government policies; legislation	Will direct and guide the new affordable housing programme.	Informs the programme of future affordable housing developments with respect to affordable housing tenure, house types and sizes.

Type	Source	It says?	It Means?
Internal Consultation	Local housing options team; Occupational Therapy Teams; Gypsy/Traveller Team; Aberdeenshire Health and Social Care Partnership	Identifies specific housing need.	Informs the programme of future affordable housing developments with respect to affordable housing tenure, house types and sizes.
External Consultation	Tenants Group; Registered Social Landlords; Private Sector - Developers; Scottish Government	Guides and directs affordable housing supply programme	Informs the programme of future affordable housing developments with respect to affordable housing tenure, house types and sizes.

5.5. Engagement with affected groups

At the time of writing, staff had not been consulted on these proposals.

5.6. Ensuring engagement with protected groups

N/A

5.7. Evidence of engagement

N/A

5.8. Overall Outcome

No Negative Impacts Can Be Mitigated.

The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to drawn down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.

All services are required to make savings across budget lines. Although this could have negative impacts, the full extent of these are currently unknown until we understand which role(s) will be affected.

5.9. Improving Relations

Monitor staff morale and address areas of concern effectively. Also work with other services in managing their expectations on what can/cannot be delivered with reduced capacity.

5.10. Opportunities of Equality

N/A

6. Health Inequalities Impact Assessment

6.1. Health Behaviours

Indicator	Positive	Neutral	Negative	Unknown
Healthy eating		Yes		
Exercise and physical activity		Yes		
Substance use – tobacco			Yes	
Substance use – alcohol			Yes	
Substance use – drugs			Yes	
Mental health			Yes	

6.2. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Mental health	<p>Providing affordable, energy efficient and high quality homes will support households with mental health issues through a Housing Support and or Housing First approach to pursue personal goals and improve their quality of life.</p> <p>A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding, without which the supply programme cannot be progressed across Aberdeenshire reducing housing supply. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
Substance use – alcohol	<p>Providing affordable, energy efficient and high quality homes will support households with substance use - alcohol, through a Housing Support and or Housing First approach to pursue personal goals and improve their quality of life. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding, without which the supply programme cannot be progressed across Aberdeenshire reducing housing supply. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>No mitigation has been entered for this impact.</p>
Substance use – drugs	<p>Providing affordable, energy efficient and high quality homes will support households with substance use - drugs, through a Housing Support and or Housing First approach to pursue personal goals and improve their quality of life. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding, without which the supply programme cannot be progressed across Aberdeenshire reducing housing supply. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to drawn down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
Substance use – tobacco	<p>Providing affordable, energy efficient and high quality homes will support households with substance use - tobacco, through a Housing Support and or Housing First approach to pursue personal goals and improve their quality of life. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding, without which the supply programme cannot be progressed across Aberdeenshire reducing housing supply. A reduction in housing supply could impact on numbers of homeless households and increase temporary accommodation use. This could be particularly challenging at a time of a national housing emergency.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

6.3. Evidence

Type	Source	It says?	It Means?
Internal Data	Housing Need and Demand Assessment 2023; Local Housing Strategy 2018-2023; Rapid Rehousing Transition Plan; Housing Data; Health and Social Care Strategic Plan 2020-2025; Housing Requirements Planning Toolkit	Identifies significant housing need across Aberdeenshire.	Informs the affordable housing delivery programme including house size, type and affordable tenure with appropriate support through the Housing First approach.

Type	Source	It says?	It Means?
External Data	Scottish Government; Registered Social Landlords; legislation	Identifies significant housing need across Aberdeenshire.	Informs the affordable housing delivery programme including house size, type and affordable tenure with appropriate support through the Housing First approach.
Internal Consultation	Local housing options teams; Health and Social Care officers;	Identifies significant housing need across Aberdeenshire.	Informs the affordable housing delivery programme including house size, type and affordable tenure with appropriate support through the Housing First approach.
External Consultation	Tenants Groups; Scottish Government	Identifies significant housing need across Aberdeenshire.	Informs the affordable housing delivery programme including house size, type and affordable tenure with appropriate support through the Housing First approach.

6.4. Overall Outcome

No Negative Impacts Can Be Mitigated.

The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.

All services are required to make savings across budget lines. Although this could have negative impacts, the full extent of these are currently unknown until we understand which role(s) will be affected.

7. Town Centre's First Impact Assessment

7.1. Local Factors

Indicator	Positive	Neutral	Negative	Unknown
Town centre assets			Yes	
Footfall			Yes	
Changes to road layouts		Yes		
Parking		Yes		
Infrastructure changes		Yes		
Aesthetics of the town centre			Yes	
Tourism		Yes		
Public safety		Yes		
Town centre business			Yes	
Cultural heritage and identity			Yes	
Social and cultural aspects			Yes	

7.2. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
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Impact Area	Details and Mitigation
<p>Aesthetics of the town centre</p>	<p>The team have the potential to regenerate town centres assets and positively impact on the aesthetics of the town centre. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding. This doesn't just affect the housing service but reduces opportunities within the construction industry and supply chain industry while reducing employment and training opportunities in Aberdeenshire. Lost revenue in terms of rent, council tax and wider economic income are also a consequence of this.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Cultural heritage and identity</p>	<p>The team have the potential to regenerate regenerate existing buildings of local cultural significance. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding. This doesn't just affect the housing service but reduces opportunities within the construction industry and supply chain industry while reducing employment and training opportunities in Aberdeenshire. Lost revenue in terms of rent, council tax and wider economic income are also a consequence of this.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to drawn down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Footfall</p>	<p>The work carried out by the team could have potential of increase in footfall from an increased number of households/ residents supporting local town centre businesses. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding. This doesn't just affect the housing service but reduces prospects for employment and training opportunities. There could be a reduction in revenue for local businesses as a consequence.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to drawn down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Social and cultural aspects</p>	<p>The team have the potential to increase number of households/ residents to become involved and support in social and cultural aspects of the community. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding. This doesn't just affect the housing service but reduces opportunities within the construction industry and supply chain industry while reducing employment and training opportunities in Aberdeenshire. Lost revenue in terms of rent, council tax and wider economic income are also a consequence of this.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to draw down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Town centre assets</p>	<p>The team have the potential to regenerate town centres assets through vacant/surplus properties. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding. This doesn't just affect the housing service but reduces opportunities within the construction industry and supply chain industry while reducing employment and training opportunities in Aberdeenshire. Lost revenue in terms of rent, council tax and wider economic income are also a consequence of this.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to drawn down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

Impact Area	Details and Mitigation
<p>Town centre business</p>	<p>The work carried out by the team could have potential of increase in footfall from an increased number of households/ residents supporting local town centre businesses. A reduction in capacity may mean that these opportunities are not prioritised or be able to be taken forward timeously to access external grant funding. This doesn't just affect the housing service but reduces prospects for employment and training opportunities. There could be a reduction in revenue for local businesses as a consequence.</p> <p>Can be mitigated No</p> <p>Justification The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to drawn down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.</p>

7.3. Evidence

Type	Source	It says?	It Means?
Internal Data	Housing Need and Demand Assessment 2023; Local Housing Strategy 2018-2023, Rapid Rehousing Transition Plan and Housing data	Significant levels of housing need across Aberdeenshire	Requirement to increase the delivery of affordable housing - social rent, mid market rent and affordable home ownership - to meet identified local housing need.
External Data	Scottish Government and Registered Social Landlord statistical data	Significant levels of housing need across Aberdeenshire	Informs the key priorities for affordable housing investment towards ensuring the right size, type and location of housing.
External Consultation	Tenants Groups	Tenants lived experience	Will help inform any new affordable housing developments

Type	Source	It says?	It Means?
Internal Data	Housing functions; Planning; Developer Obligations, Property Services; Procurement; Health and Social Care; Finance; Legal and Governance; Roads and Landscape Services	Policies guide the development of affordable housing	It specifies the details of all affordable housing projects
External Consultation	Private Sector - developers and landowners; Registered Social Landlord and Scottish Government	Policies, strategies and dialogue	Will inform new affordable housing developments

7.4. Overall Outcome

No Negative Impacts Can Be Mitigated.

The role(s) affected are unknown at this stage if savings are to be managed through vacancy management and therefore different impacts will be felt depending on the role. Given the specialist nature of some of the roles within the team, utilising capacity across all remaining staff members may not allow for sufficient cover/knowledge. The team maximise opportunities to drawn down external grant funding for the development of new build affordable housing/acquisitions. A reduction in staff could result in the Council being unable to undertake this work and with this funding either being utilised by other housing providers or having being reallocated to areas out with Aberdeenshire. The latter could result in our overall allocation being reduced in future years.

All services are required to make savings across budget lines. Although this could have negative impacts, the full extent of these are currently unknown until we understand which role(s) will be affected.

8. Action Plan

Planned Action	Details	
Review workload and areas covered by team to provide sufficient cover	Lead Officer	Elaine Reid
	Repeating Activity	Yes
	Frequency	Ongoing in line with demands on the service. As and when job roles are not replaced as different roles will have different impacts.
	Duration	Ongoing in line with demands on the service
	Expected Outcome	Ensure fair and equitable split of workload across the team. Manage prioritisation of tasks.
	Resource Implications	Within existing resources.
Manage performance	Lead Officer	Hannah Russell
	Repeating Activity	Yes
	Frequency	Ongoing
	Duration	Ongoing
	Expected Outcome	Manage expectations in terms of ongoing performance management
	Resource Implications	Slower or reduced performance may result in fewer opportunities to draw down external funding and not being able to progress potential opportunities to maximise and increase housing stock. Depending on the role not being replaced, further impacts could be seen on joint work with HSCP and other agencies in terms of Particular Needs. Empty homes, equalities work and engagement with Gypsy Traveller Communities could all be effected.
Monitor staff welfare and moral	Lead Officer	Elaine Reid
	Repeating Activity	Yes
	Frequency	Quarterly
	Duration	1 week
	Expected Outcome	Address any concerns or issues raised by staff. Ensure sufficient cover is in place and agreed prioritisation of work where required.
	Resource Implications	Within existing resources.