

Aberdeenshire Council

Integrated Impact Assessment

Community Safety Savings and Transfer of a Proportion of Staffing Costs from the General Fund to the Housing Revenue Account

Assessment ID	IIA-002649
Lead Author	Andrew Mackie
Service Reviewers	Andrew Martin
Subject Matter Experts	Kakuen Mo, Jane Wilkinson, Ricki Lyon, Jade Fitzpatrick
Approved By	Ally Macleod
Approved On	Thursday January 23, 2025
Publication Date	Wednesday January 29, 2025

1. Overview

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

As per Community Safety Business Plan, proposal to transfer 50% staffing costs for Community Safety Team Leader and Community Safety Warden to HRA from GF

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 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?	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 Data	Business Case - Community Safety Restructure	Realigns working practices within the Community Safety Team, reducing staffing footprint and realigning budget to eliminate overspend and deliver a more effective place-based approach, aligning with Council Priorities of Connected Communities and Living Well Locally.	Ensures continuity of service provision despite General Fund pressures. Realign staffing budget to ensure that Early Intervention & Prevention and Violence Against Women workstreams are prioritised. Whilst a limited number of posts will be removed from the structure, continuity of service provision will be ensured through the transfer of some staffing costs from the General Fund to the Housing Revenue Account.

4.4. Engagement with affected groups

The Service has engaged with the Aberdeenshire Community Safety Partnership in respect of proposals.

4.5. Ensuring engagement with protected groups

The proposals are designed to ensure continuity of service provision despite savings proposed. It is anticipated that residents with protected characteristics will not be impacted due to the transfer of some costs from the General Fund to the Housing Revenue Account and the development of the relationship with partner agencies.

4.6. Evidence of engagement

No requirement.

4.7. Overall Outcome

No Negative Impacts Identified.

Despite the reduction in staffing levels, continuity of service provision will be maintained through the transfer of some staffing costs from the General Fund to the Housing Revenue Account.

4.8. Improving Relations

The transfer of costs from General Fund to Housing Revenue Account will ensure greater opportunities for scrutiny by Registered Tenant Groups.

4.9. Opportunities of Equality

The rebalance between General Fund and Housing Revenue Account is designed to ensure continuity of service provision and therefore creates limited opportunities for advancing equality of opportunity other than improving the ability for tenant representatives to better scrutinise.

5. Action Plan

Planned Action	Details
<p>To continue to engage with the Community Safety Partnership to ensure continuity of service provision.</p>	<p>Lead Officer Andrew Mackie</p> <p>Repeating Activity No</p> <p>Planned Start Saturday February 01, 2025</p> <p>Planned Finish Sunday February 01, 2026</p> <p>Expected Outcome Continuity of service provision in respect of Community Safety Strategy objectives</p> <p>Resource Implications To be delivered within revised resource levels in conjunction with partner agencies</p>