

# Aberdeenshire Council

## Integrated Impact Assessment

### Budget Proposal 2025/26 - Deletion of H&S additional hours

Assessment ID	IIA-002606
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Approved By	Glenda Gray
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# 1. Overview

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

Impact assessment of deleting 14.5 unoccupied Health and Safety Advisor hours

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 [glenda.gray@aberdeenshire.gov.uk](mailto:glenda.gray@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	Internal consultation with service customers	It is okay to reduce H&S advisor hours.	It is okay to reduce H&S Advisor hours, there is sufficient capacity within the team.

### 4.4. Engagement with affected groups

Spoken to service who receive H&S advice.

### 4.5. Ensuring engagement with protected groups

Not relevant

### 4.6. Evidence of engagement

Conversations with key HOS

## **4.7. Overall Outcome**

No Negative Impacts Identified.

The post was filled full time and the individual reduced their hours of work. then subsequently took a VS package, the additional hours 14.5 are being given up as a budget saving. the remaining Health and Safety team will take on the duties previous undertaken by the post. The postholder provided Health and Safety advice to Communities, Wellbeing and partnership and in particular the LLA which is predicted to reduce in terms of building assets, reducing the workload of the team, in the meantime the other advisers can take on the work.

## **4.8. Improving Relations**

N/A

## **4.9. Opportunities of Equality**

N/a

## 5. Action Plan

Planned Action	Details
<p>Holly will continue to monitor the activity of the remaining health and safety advisors to ensure an equitable distribution of work and monitor the impact of changes from LLA that may result in reduced requirement for high risk, H&amp;S.</p>	<p><b>Lead Officer</b> Holly Morrison</p> <p><b>Repeating Activity</b> No</p> <p><b>Planned Start</b> Monday January 06, 2025</p> <p><b>Planned Finish</b> Monday March 31, 2025</p> <p><b>Expected Outcome</b> The hours can be saved for budget purposes</p> <p><b>Resource Implications</b> additional work allocated to remaining H&amp;S advisors</p>