

Aberdeenshire Council

Integrated Impact Assessment

Deletion of GMB Trade Union Representation post

Assessment ID	IIA-002551
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1. Overview

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

Deletion of a 30 hour/week trade union post currently occupied by a GMB trade union Aberdeenshire Council employee who has chosen to retire at 31 March 2025.

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 karen.wiles@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	Trade Union Consultation, Negotiation and Recognition Policy & Procedure, Trade Union Joint Secretaries	The Policy sets out how we will work with our trade unions	This ensures that trade unions are treated as per the legislation and provides for reasonable paid time off for trade union activity and duties in support of their members and the Council's employees.

4.4. Engagement with affected groups

Trade union facility time is currently under review and engagement is taking place with the trade unions

4.5. Ensuring engagement with protected groups

No known protected characteristics of those involved in the engagement

4.6. Evidence of engagement

Meetings and discussions with the Council's Trade Union Joint Secretaries and other trade union representatives.

4.7. Overall Outcome

No Negative Impacts Identified.

The postholder is retiring.

4.8. Improving Relations

Involvement of the trade unions in the review of the way in which we work with them. Regular meetings to discuss issues which arise on both sides - trade union and employer.

4.9. Opportunities of Equality

The Council does not have control over who our trade union representatives are as the trade union membership elect through ballot of their membership.

5. Action Plan

Planned Action	Details
<p>The 30 hour/week post will be deleted from the trade union structure at 31 March 2025. This will involve deleting the post on iTrent.</p>	<p>Lead Officer Glenda Gray</p> <p>Repeating Activity No</p> <p>Planned Start Monday December 16, 2024</p> <p>Planned Finish Tuesday April 01, 2025</p> <p>Expected Outcome Post deleted from structure.</p> <p>Resource Implications Although this will reduce the GMB to 1 Full time (36.25 hrs/week) post, this is in line with the number of members of the trade union employed within Aberdeenshire Council</p>