

Aberdeenshire Council

Integrated Impact Assessment

In-Year Financial Oversight and Resource Realignment

Assessment ID	IIA-003479
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Approved By	Laurence Findlay
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1. Overview

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

Quarterly monitoring of staffing and Supplies & Services budgets to realign resources in-year, releasing underspends arising from vacancy management, essential-only spend controls and procurement efficiency. The proposal does not introduce new service reductions, eligibility changes, or withdrawal of statutory services.

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 0 points has been provided.

This assessment has been approved by laurence.findlay@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	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	Review of in-year budget adjustments and "sunk-savings" achieved over FY 25/26	No unspent budgets were removed as "sunk savings" until the end of each quarter so there was no discernible impact on service delivery or standard. There may be potential indirect impact on employees, particularly where vacancy management affects workload or capacity.	Services can absorb a level of service efficiency and vacancy management without impact. It is important to monitor staff wellbeing

4.4. Information Gaps

Indirect impact on staff wellbeing

4.5. Measures to fill Information Gaps

Measure	Timescale
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Measure	Timescale
Service managers to monitor potential indirect impact on staff wellbeing through staff attendance monitoring, wellbeing and absence data and through 1:1s with team managers	Ongoing

4.6. Engagement with affected groups

Ongoing discussion with service managers/budget holders regarding requirements for essential spend, procurement efficiencies and vacancy management

4.7. Ensuring engagement with protected groups

N/A

4.8. Evidence of engagement

N/A

4.9. Overall Outcome

No Negative Impacts Identified.

This proposal does not involve changes to service standard or delivery and there should be no negative impacts. There may be potential indirect impact on employees, particularly where vacancy management affects workload or capacity but mitigated through active quarterly monitoring, managerial discretion, and established budget and performance governance. No changes to service eligibility, delivery models or statutory provision are proposed.

4.10. Improving Relations

N/A

4.11. Opportunities of Equality

N/A