

Aberdeenshire Council

Integrated Impact Assessment

Budget Saving 2025-26 - Deletion of Service Manager Post

Assessment ID	IIA-002597
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Approved By	Sarah Rochester
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1. Overview

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

Deletion of Business Change Service Manager post. Post holder left in December 2023. Post duties were reallocated and post no longer required.

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 sarah.rochester@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	Review of management team's roles and responsibilities	The Service Manager responsibilities have been amalgamated into the job responsibilities of the wider team. In 2025 a further review of management responsibilities will be undertaken. Some of the duties contained within this role now rest with the Transformation Manager.	The post for Business Change Service Manager is no longer required.

4.4. Engagement with affected groups

The C&DS wider management team were engaged in the proposals and will be fully informed and involved in the review due to take place in 2025.

4.5. Ensuring engagement with protected groups

This is a management restructure which follows HR process.

4.6. Evidence of engagement

n/a

4.7. Overall Outcome

No Negative Impacts Identified.

Post has been vacant for 12 months with no adverse impacts.

4.8. Improving Relations

n/a

4.9. Opportunities of Equality

n/a

5. Action Plan

Planned Action	Details
<p>A full review of management structures in C&DS following HR process in 2025.</p>	<p>Lead Officer Kate Bond</p> <p>Repeating Activity No</p> <p>Planned Start Monday January 13, 2025</p> <p>Planned Finish Tuesday April 01, 2025</p> <p>Expected Outcome Revised roles and responsibilities for existing management team.</p> <p>Resource Implications None at this time.</p>