

Aberdeenshire Council

Integrated Impact Assessment

Budget Saving - Janitorial Provision - 2023

Assessment ID	IIA-001625
Lead Author	Kenny Gunnyeon
Service Reviewers	Gillian Milne
Subject Matter Experts	Kakuen Mo, Caroline Hastings, Annette Johnston
Approved By	Anne Marie Davies Macleod
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1. Overview

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

Budget saving of £390k (10%) against the staffing costs for the schools janitorial team

During screening 1 of 10 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 is 1 negative impact, the impact has been mitigated.

A detailed action plan with 1 points has been provided.

This assessment has been approved by annemarie.daviesmacleod@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?	Yes
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

3. Impact Assessments

Children's Rights and Wellbeing	Not Required
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	All Negative Impacts Can Be Mitigated
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. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Sex	<p>The vast majority of the janitorial team are male, and as such there is a possibility of males being unequally impacted by this budget saving</p> <p>Can be mitigated Yes</p> <p>Mitigation Approved HR policies and processes will be followed to ensure equality of treatment for all employees.</p> <p>Timescale TBC</p>

4.4. Evidence

Type	Source	It says?	It Means?
Internal Data	HR data	The vast majority of janitorial team members are male	Males could potentially be unequally impacted by this proposed budget saving

4.5. Engagement with affected groups

No engagement has yet taken place

4.6. Ensuring engagement with protected groups

No engagement has yet taken place

4.7. Evidence of engagement

No engagement has yet taken place

4.8. Overall Outcome

All Negative Impacts Can Be Mitigated.

The single anticipated negative impact will be mitigated by following approved HR processes

5. Action Plan

Planned Action	Details
Approved HR processes for structural reviews and staffing to be implemented and followed	<p>Lead Officer Kenny Gunnyeon</p> <p>Repeating Activity No</p> <p>Planned Start Wednesday November 01, 2023</p> <p>Planned Finish Sunday March 31, 2024</p> <p>Expected Outcome Completion of the structural review process resulting in identified efficiencies and associated budget saving</p> <p>Resource Implications TBC</p>