

Initial Integrated Impact Assessment Form

Section 1 - The Policy	
Policy title	BUDGET SAVINGS PROPOSALS 2023/24 – External Funding of Gaelic Teachers
Implementation date	April 2023
<p>Please provide an overview of the policy including the key aims and expected outcomes:</p> <p>This area of service within the Education, Skills and Children’s Service Department is responsible for: Building Cleaning and Catering Trading Organisations Cleaning and Catering Client Management, Administration & Education HR teams, Resources Section, Schools IT, ASN Transport and School Transport Management, Non-School Estate, and MIS Management</p> <p>This budget saving proposal outlines the replacement of mainstream funding for two Gaelic Teacher posts with external funding. This is expected to achieve savings of £100k which is 1.8% of the budget available for this section within the Education, Skills and Children’s Services Department.</p>	
<p>Detail the budget implication relating to the policy:</p> <p>This proposal aims to save £100,000 per annum. This equates to a saving of 1.8% of the total budget.</p>	
<p>What will change as a result of this policy?</p> <p>There are no identified impacts with this proposal as it involves internal accountancy changes to the funding for two Gaelic Teacher posts.</p>	
<p>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</p> <p>No impacts identified.</p>	
Responsible Persons	
Department / Section	Education, Skills and Children’s Services
Lead Officer	W. Macdonald
IIA Team Members	
Responsible Head of Service	Director for Education, Skills and Children’s Services



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Section 2 - Evidence		
What data and information has been reviewed as part of the policy development process?		
Accountancy		
Detail what consultation has taken place as part of the policy development process?		
None		
What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy?		
Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail:		
Monitoring will need to be undertaken to ensure Gaelic outcomes are met.		
Section 3 - Initial Integrated Impact Assessment		
Impact Overview	Yes	No
Is the policy strategic?	x	
Will individuals have access to, or be denied access to a service or function as a result of the policy or the changes being proposed to services or functions?		x
Will the implementation of the policy, or the changes to the policy, result in individuals being employed, a change in staffing levels, or a change in terms and conditions, employer or location, either directly or indirectly?		x
Is there a change in the size of a budget?	x	
Will a service be withdrawn, changed or expanded?		x
Will the policy have consequences for or affect people?		x
Does the policy have the potential to have an impact on equality even when this only affects a relatively small number of people?		x
Does the policy have the potential to have an impact on the economy and the delivery of economic outcomes?		x
Is the policy likely to have a significant environmental impact?		x
Comments		
<ul style="list-style-type: none"> The Budget Strategy is strategic with an aim of saving over £1.7million in 2023-24. This proposal aims to save £100k. The budget will be reduced by 1.8%, which is £100k. No other impacts have been identified. 		
Section 3 – - Initial Integrated Impact Assessment		



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Continued			
Which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?	Yes	No	Comments
age		x	
disability		x	
sex		x	
gender reassignment		x	
marriage and civil partnership		x	
pregnancy and maternity		x	
race		x	
religion or belief		x	
sexual orientation		x	
Do you have evidence or reason to believe that this policy will or may impact on socio-economic inequalities?	Yes	No	Comments
Socio-economic Disadvantage		x	
Low Income/Income Poverty		x	
Low and/or no wealth		x	
Material Deprivation		x	
Area Deprivation		x	
Socioeconomic Background		x	
Do you have evidence or reason to believe that this policy will or may affect individuals Human Rights?	Yes	No	Comments
Human Rights		x	
Do you have evidence or reason to believe that this policy will have wider impacts as outlined below?	Yes	No	Comments
Health and Wellbeing		x	
Economic and Social Sustainability		x	
Environmental Sustainability, Climate Change and Energy Management		x	
The Gaelic Language	x		This proposal may reduce the overall impact of Gaelic outcomes as external funding is used to fund posts that were previously mainstreamed.
Island Proofing		x	



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Is there the potential for cumulative impact?

Section 4 - Decision

Based on the initial Integrated Impact Assessment is a full IIA required?

Yes

Full IIA Lead Officer: _____

Estimated completion date: _____

No

If an IIA is deemed not to be required please detail the decision rational below:

There is the possibility of reduced Gaelic outcomes as a result of funding for posts being taken from external Gaelic funding, however there is no evidence for this, at this stage. Officers responsible for eh Gaelic Grants will be required to continue monitoring outcomes.

Section 5 - Lead Officer and authorising Director

Lead Officer (print name)

Designation

Date

Print name of Head of Service or Director responsible for the policy

William Macdonald

Date

03/02/2023

