

## Initial Integrated Impact Assessment Form

<b>Section 1 - The Policy</b>	
<b>Policy title</b>	BUDGET SAVINGS PROPOSALS 2023/24 – Redesign of ASN Service Delivery
<b>Implementation date</b>	August 2023
<p><b>Please provide an overview of the policy including the key aims and expected outcomes:</b></p> <p>This area of service within the Education, Skills and Children’s Service Department is responsible for:            Early Years Provision and Early Years Management and Support,            eSgoil,            Executive Headships,            Gaelic,            Education Management,            Schools,            Learning Support/ASN,            Music Tuition,            Libraries,            Sport and Health, and            Vocational Education,</p> <p>This budget saving proposal involves redesigning ASN support services and associated staffing provision to ensure consistency of provision across the authority.</p>	
<p><b>Detail the budget implication relating to the policy:</b></p> <p>This proposal aims to save £200,000 per annum from a combination of operational and staff restructuring. This equates to a saving of 0.6% of the total budget.</p>	
<p><b>What will change as a result of this policy?</b></p> <p>Ensuring equity of provision across the Western Isles.</p>	
<p><b>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</b></p> <p>Any pupils in Western isles schools that have an assessed need within the Comhairle’s Staged Assessment &amp; Intervention process.</p>	
<b>Responsible Persons</b>	
Department / Section	Education, Skills and Children’s Services
Lead Officer	Donald Macleod/Eleanor Stamper
IIA Team Members	



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Responsible Head of Service	Head of Education, North		
<b>Section 2 - Evidence</b>			
<b>What data and information has been reviewed as part of the policy development process?</b>			
Examination of levels of provision across the authority Budgets Staffing Service outcomes			
<b>Detail what consultation has taken place as part of the policy development process?</b>			
Internal review between Head of Service and ASN Service Manager			
<b>What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy?</b>			
Further consultation needed to be able to assess fully.			
<b>Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail:</b>			
Feedback from consultation. A discussion has still to be undertaken, it is unclear what the full scope of potential impacts could result from a reduction in funding. Consideration must be given to maintenance of legal duties and statutory compliance with requirements of the: <ul style="list-style-type: none"> <li>• Education (Additional Support for Learning) (Scotland) Act 2004</li> <li>• Standards in Scotland's Schools Act 2000</li> <li>• Equality Act 2010 (Section 6)</li> <li>• Children &amp; Young People (Scotland) Act 2014</li> </ul>			
<b>Section 3 - Initial Integrated Impact Assessment</b>			
<b>Impact Overview</b>		<b>Yes</b>	<b>No</b>
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



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Is the policy likely to have a significant environmental impact?			<b>x</b>
<b>Comments</b> <ul style="list-style-type: none"> <li>The Budget Strategy is strategic with an aim of saving over £1.7million in 2023-24. This proposal aims to save £200k.</li> <li>This proposal aims to ensure equity in provision across the authority. This could result in the level of service being reduced to some ASN pupils and increased for others, based on accurate deployment of resources to meet assessed needs</li> <li>The budget will be reduced by 0.6%, which is £200k.</li> <li>This proposal will make changes to the service and may have consequences for ASN pupils. The redesign proposals are still being scoped so it is not yet clear what potential impacts there might be. However, equity of provision might well provide increased access to the service for some and reduced access for others. Further assessment will be required to fully understand the impact of this proposal as the redesign process is undertaken.</li> </ul>			
<b>Section 3 – - Initial Integrated Impact Assessment Continued</b>			
<b>Which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</b>	<b>Yes</b>	<b>No</b>	<b>Comments</b>
age	<b>x</b>		The proposal to redesign ASN provision with equity across the authority will impact on children, young people and those with a disability. The redesign will impact on service users but is intended to ensure that it does not impact on equality rights but, rather, strengthens compliance and equity of provision.
disability	<b>x</b>		
sex		<b>x</b>	
gender reassignment		<b>x</b>	
marriage and civil partnership		<b>x</b>	
pregnancy and maternity		<b>x</b>	
race		<b>x</b>	
religion or belief		<b>x</b>	
sexual orientation		<b>x</b>	
<b>Do you have evidence or reason to believe that this policy will or may impact on socio-economic inequalities?</b>	<b>Yes</b>	<b>No</b>	<b>Comments</b>
Socio-economic Disadvantage		<b>x</b>	
Low Income/Income Poverty		<b>x</b>	
Low and/or no wealth		<b>x</b>	
Material Deprivation		<b>x</b>	
Area Deprivation		<b>x</b>	
Socioeconomic Background		<b>x</b>	



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Do you have evidence or reason to believe that this policy will or may affect individuals Human Rights?	Yes	No	Comments
Human Rights		x	Redesign will strengthen recognition of the rights of children within the UNCRC framework.
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	
Island Proofing		x	
Is there the potential for cumulative impact?		x	

### Section 4 - Decision

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

Yes

Full IIA Lead Officer: Donald Macleod

Estimated completion date: 30<sup>th</sup> June 2023

With little information at this stage on potential impacts available, it is possible that a full impact assessment will be required. Once more details are available, it will be necessary to update this IIA.

No

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

### Section 5 - Lead Officer and authorising Director

Lead Officer (print name)	D. Macleod
Designation	Head of Education (North)
Date	03/02/23
Print name of Head of Service or Director responsible for the policy	D. Macleod
Date	03/02/23

