

## Initial Integrated Impact Assessment Form

<b>Section 1 - The Policy</b>	
<b>Policy title</b>	BUDGET SAVINGS PROPOSALS 2023/24 – Reduction in Supply Budgets
<b>Implementation date</b>	April 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 reducing the supply budgets to provide cover in schools. There will be a review of the policy parameters relating to the provision of cover for sickness absence of teachers, vacant post cover and special leave.</p>	
<p><b>Detail the budget implication relating to the policy:</b></p> <p>This proposal aims to save £200,000 per annum. This equates to a saving of 0.5% of the total budget.</p>	
<p><b>What will change as a result of this policy?</b></p> <p>This proposal aims to reduce the provision of supply staff to cover sickness absence of teachers, vacant post cover and special leave.</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>None identified</p>	
<b>Responsible Persons</b>	
Department / Section	Education, Skills and Children’s Services
Lead Officer	
IIA Team Members	



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Responsible Head of Service	Head of Education, North Head of Education, South			
<b>Section 2 - Evidence</b>				
<b>What data and information has been reviewed as part of the policy development process?</b>				
Examination of supply policy and usage across the authority Budgets Staffing Service outcomes				
<b>Detail what consultation has taken place as part of the policy development process?</b>				
None to date				
<b>What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy?</b>				
<b>Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail:</b>				
None identified				
<b>Section 3 - Initial Integrated Impact Assessment</b>				
<b>Impact Overview</b>			<b>Yes</b>	<b>No</b>
Is the policy strategic?			<b>x</b>	
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?				<b>x</b>
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?				<b>x</b>
Is there a change in the size of a budget?			<b>x</b>	
Will a service be withdrawn, changed or expanded?			<b>x</b>	
Will the policy have consequences for or affect people?				<b>x</b>
Does the policy have the potential to have an impact on equality even when this only affects a relatively small number of people?				<b>x</b>
Does the policy have the potential to have an impact on the economy and the delivery of economic outcomes?				<b>x</b>
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> </ul>				



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- The budget will be reduced by 0.3%, which is £100k.
- This proposal aims to review and streamline supply provision across the authority.

### Section 3 – - Initial Integrated Impact Assessment 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	



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Environmental Sustainability, Climate Change and Energy Management		<b>x</b>	
The Gaelic Language		<b>x</b>	
Island Proofing		<b>x</b>	
Is there the potential for cumulative impact?		<b>x</b>	

### 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

This proposal aims to make saving via changes to supply budgets. This will have impacts on schools with no supply provided for the first three days, but schools can put in place adjustments for this short time period.

### Section 5 – Lead Officer and authorising Director

Lead Officer (print name)	Donald 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

