

Initial Integrated Impact Assessment Form

Section 1 - The Policy	
Policy title	BUDGET SAVINGS PROPOSALS 2023/24 – reduction in four secondary school posts
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 non-replacement of four secondary school posts, streamlining the curriculum delivery and reducing the subject choices in the Senior Phase. This is expected to achieve savings of £200k which is 3.6% of the budget available for this section within the Education, Skills and Children’s Services Department.</p> <p>There was early discussion with the Local Negotiating Committee on the potential for increasing digitalisation and harmonising timetables which could increase subject choice but, to date, this has been ruled out by the Trade Unions.</p> <p>It is not clear at this early stage which subjects may be reduced as this will depend on vacant posts.</p>	
<p>Detail the budget implication relating to the policy:</p> <p>This proposal aims to save £200,000 per annum. This equates to a saving of 3.6% of the total budget.</p>	
<p>What will change as a result of this policy?</p> <p>This proposal means reducing the subject choices available to pupils in the senior phase.</p>	
<p>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</p> <p>Senior phase pupils will be impacted if there is a reduction in subject choices available.</p>	
Responsible Persons	
Department / Section	Education, Skills and Children’s Services
Lead Officer	W. Macdonald



Initial Integrated Impact Assessment Form

IIA Team Members		
Responsible Head of Service	Director for Education, Skills and Children's Services	
Section 2 - Evidence		
What data and information has been reviewed as part of the policy development process?		
<p>Staffing levels, Budgets, Subjects choices Digitalisation options</p>		
Detail what consultation has taken place as part of the policy development process?		
<p>Discussion with Senior Management within Education, Skills and Children's Services Discussion with the Comhairle's Budget Board</p>		
What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy?		
<p>Depending on the subject choices impacted by non-replacement of posts, this could have limited or significant impact on pupil choice in school.</p>		
Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail:		
<p>It is not yet clear, what subject choices are likely to be impacted.</p>		
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	



Initial Integrated Impact Assessment Form

Does the policy have the potential to have an impact on equality even when this only affects a relatively small number of people?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does the policy have the potential to have an impact on the economy and the delivery of economic outcomes?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Is the policy likely to have a significant environmental impact?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Comments

- The Budget Strategy is strategic with an aim of saving over £1.7million in 2023-24. This level of saving obviously has some impact on service delivery. This proposal aims to save £200k.
- This is likely to reduce the subject choices available to pupils in the senior phase of their time in school. It is unclear at this stage which subject choices will be impacted by the non-replacement of staff.
- This proposal sets out to reduce the staffing complement with non-replacement of some posts within secondary schools.
- The budget will be reduced by 3.6%, which is £200k.
- There are likely to be changes to the service with a reduction in the subject choices available to senior phase pupils.
- This budget reduction is likely to have an impact on senior pupils if the subject choices are reduced.

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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	A reduction in subject choices will reduce pupil choice in the senior phase of schooling. Pupils are likely to have favoured subjects and subjects that link with career/Uni/College options. These could possibly be replaced by digital options.
disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Do you have evidence or reason to believe that this policy will or may impact on socio-economic inequalities?	Yes	No	Comments



Initial Integrated Impact Assessment Form

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		?	It is unclear at this stage which subject choices could be reduced; therefore, it is not possible at this point to determine if Gaelic may be affected.
Island Proofing		?	It is unclear at this stage which subject choices could be reduced and in what school areas; therefore, it is not possible at this point to determine if any Island area is more significantly affected than other areas.
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: _____

Estimated completion date: _____

No

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



Initial Integrated Impact Assessment Form

It is too early to say exactly what the impact is likely to be – as it depends on the subjects that are reduced and whether pupils are given options to access courses via digital means. Although this is likely to be upsetting for pupils, this should not have a detrimental impact on career options as universities/colleges take into account subject access for pupils when deciding on offering places.

This is likely to require close review and monitoring and early discussion with pupils and parents when it is clear what subject choices will be reduced.

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

