

## Initial Integrated Impact Assessment Form

<b>Section 1 - The Policy</b>	
<b>Policy title</b>	ECS BUDGET SAVINGS 2024 – Education and School Leadership Restructure
<b>Implementation date</b>	April 2024
<p><b>Please provide an overview of the policy including the key aims and expected outcomes:</b> Restructuring of the Executive Head Teacher (HT) model in primary schools to move to a consistent service model of Quality Improvement Officers (QIO).</p>	
<p><b>Detail the budget implication relating to the policy:</b> This proposal aims to save £60,000 in the 2024-25 financial year. This equates to a saving of 3.7% of the total controllable budget for the service.</p>	
<p><b>What will change as a result of this policy?</b> The policy would involve changes to the roles of Executive HT to create a Quality Improvement structure that is consistent across the ECS department and all CNES schools. It will also require equivalent restructuring of HT/Head of School posts.</p>	
<p><b>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</b> Executive HTs Headteachers (Primary) Heads of School (Primary)</p>	
<b>Responsible Persons</b>	
Department / Section	Education and Children’s Services
Lead Officer	Donald Macleod
IIA Team Members	Donald Macleod, Mary Clare Ferguson, Louise Smith
Responsible Head of Service	Chief Officer for ECs
<b>Section 2 - Evidence</b>	
<p><b>What data and information has been reviewed as part of the policy development process?</b> Job Description &amp; Person Specification of Executive HTs and Heads of School Informal feedback from HTs/HoS, Attainment Advisor and other service officers.</p>	
<p><b>Detail what consultation has taken place as part of the policy development process?</b> Initial scoping consultation with Executive HTs.</p>	



## Initial Integrated Impact Assessment Form

**What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy?**

There will be some changes in the model of support and challenge provided to schools, with a shift in focus more towards challenge and service improvement. Reinstatement of HT Hubs will replace the forum for collegiate support.

**Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail:**

Structured consultation required with all affected staff. Report to Local Negotiating Committee for Teachers (LNCT) etc.

### Section 3 - Initial Integrated Impact Assessment

Impact Overview	Yes	No
Is the policy strategic?	✓	
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?		✓
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?	✓	
Is there a change in the size of a budget?	✓	
Will a service be withdrawn, changed or expanded?	✓	
Will the policy have consequences for or affect people?	✓	
Does the policy have the potential to have an impact on equality even when this only affects a relatively small number of people?		✓
Does the policy have the potential to have an impact on the economy and the delivery of economic outcomes?		✓
Is the policy likely to have a significant environmental impact?		✓

**Comments**

The policy has a strategic focus relating to redesign of the structure of senior officers in the service to deliver on our strategic improvement outcomes. It involves changing the roles of Executive HTs and Heads of School to create a consistent QIO structure across the education service. The current model does not provide full coverage of all schools and has been focused more closely on collegiate support that on service challenge. The refocusing of the service on quality improvement is critical in meeting national expectations within the National Improvement Framework. The policy is proposed to reduce the budget by approx. £60,000. The policy will impact on staff currently in roles likely to be affected by the proposed changes, as detailed above.



## Initial Integrated Impact Assessment Form

<b>Section 3 – - Initial Integrated Impact Assessment</b>			
<b>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		✓	
disability		✓	
sex		✓	
gender reassignment		✓	
marriage and civil partnership		✓	
pregnancy and maternity		✓	
race		✓	
religion or belief		✓	
sexual orientation		✓	
<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		✓	
Low Income/Income Poverty		✓	
Low and/or no wealth		✓	
Material Deprivation		✓	
Area Deprivation		✓	
Socioeconomic Background		✓	
<b>Do you have evidence or reason to believe that this policy will or may affect individuals Human Rights?</b>	<b>Yes</b>	<b>No</b>	<b>Comments</b>
Human Rights		✓	
<b>Do you have evidence or reason to believe that this policy will have wider impacts as outlined below?</b>	<b>Yes</b>	<b>No</b>	<b>Comments</b>
Health and Wellbeing		✓	
Economic and Social Sustainability		✓	
Environmental Sustainability, Climate Change and Energy Management		✓	
The Gaelic Language		✓	
Island Proofing		✓	
Is there the potential for cumulative impact?		✓	



## Initial Integrated Impact Assessment Form

### 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

The proposal involves internal restructuring and redeployment of staff with matching and re-jobsizing that will all be completed in line with requirements of LNCT and under the governance of **CWP (?)** and HR Sub-Committee. It does not have service implications that would require a full IIA.

### Section 5 - Lead Officer and authorising Director

Lead Officer (print name)	Donald Macleod
Designation	Chief Officer for ECS
Date	19/02/24
Print name of Head of Service or Director responsible for the policy	Donald Macleod
Date	19/02/24

