

Initial Integrated Impact Assessment Form

Section 1 - The Policy	
Policy title	ECS BUDGET SAVINGS 2024 – Teacher Staffing Allocation (Primary)
Implementation date	April 2024
<p>Please provide an overview of the policy including the key aims and expected outcomes:</p> <p>Reduction in teacher staffing allocation to schools, via non-filling of posts and non-renewal of fixed-term contracts to bring primary staffing closer to the agreed formula.</p>	
<p>Detail the budget implication relating to the policy:</p> <p>This proposal aims to save £153,139 in the 2024-25 financial year. This equates to a saving of 1.2% of the total controllable budget for the service. An additional implication has been identified through the retention of core funding for teacher staffing from Scottish Government and conversion of it to a grant with conditions. The specific conditions are not yet known but are expected to include a requirement to retain current levels of staffing.</p>	
<p>What will change as a result of this policy?</p> <p>The policy will result in a reduction of approximately 2.3FTE in the overall allocation of teachers to schools and this will be distributed proportionately across the school estate dependent on intake information for August 2024.</p>	
<p>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</p> <p>Headteachers Heads of School Permanent Teaching Staff Temporary/Fixed- Term</p>	
Responsible Persons	
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
Section 2 - Evidence	
<p>What data and information has been reviewed as part of the policy development process?</p> <p>Current staffing allocations School roll information 23-24</p>	



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Projected rolls for 24-25
Local Negotiating Committee for Teachers (LNCT)-agreed staffing formula
Class size maxima and projections

Detail what consultation has taken place as part of the policy development process?

No consultation has yet taken place in relation to the policy.

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

It is expected that the policy will result in larger class sizes in some locations and may result in changes to the provision of additionality of staffing where that is currently in place.

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

Confirmed primary enrolment numbers will not be known until after P1 enrolment is completed in February/March 2024. There is possibility for variation through new arrivals, Gaelic/English split and nursery deferrals that could affect the staffing allocation where schools are close to the threshold of allocation bandings.

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 will have an impact on the number of employed teachers for 2024-25 and this may disproportionately impact newly qualified and temporary teaching staff without a permanent contract. The proposed reduction in staffing will continue to maintain schools at or above agreed staffing ratios, as set out



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in the agreed formula, as such, there will be no changes to service delivery. As a result of the changes to allocations, the budget will reduce by £153,139. This is approximately equivalent to 2.3FTE teachers, depending on specific pay scale of posts. The policy will potentially affect a small number of staff and it is also possible that pupils may experience larger class sizes in some instances than they currently do.

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	✓		It is possible that younger staff could be affected by the policy as they are more likely to be on fixed-term and temporary contracts as newer qualified teachers.
disability		✓	
sex	✓		The affected workforce is almost exclusively female.
gender reassignment		✓	
marriage and civil partnership		✓	
pregnancy and maternity		✓	
race		✓	
religion or belief		✓	
sexual orientation		✓	
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		✓	
Low Income/Income Poverty		✓	
Low and/or no wealth		✓	
Material Deprivation		✓	
Area Deprivation		✓	
Socioeconomic Background		✓	
Do you have evidence or reason to believe that this policy will or may affect individuals Human Rights?	Yes	No	Comments
Human Rights		✓	
Do you have evidence or reason to believe that this policy will have wider impacts as outlined below?	Yes	No	Comments
Health and Wellbeing		✓	
Economic and Social Sustainability		✓	



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Environmental Sustainability, Climate Change and Energy Management		✓	
The Gaelic Language		✓	
Island Proofing		✓	
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

The policy is expected to result in a reduction in teaching staff across the Comhairle estate of 2.3FTE and will be predominantly achieved from not renewing temporary contracts. The assessment indicates no service impacts but there are some implications for employees. It is considered that these implications can be appropriately managed through the delivery of the policy.

Section 5 - Lead Officer and authorising Director

Signed by Lead Officer	Donald A Macleod
Designation	Chief Officer for ECS
Date	19/02/24
Counter Signature <small>(Head of Service or Director responsible for the policy)</small>	Donald A Macleod
Date	19/02/24

