

Initial Integrated Impact Assessment Form

Section 1 - The Policy	
Policy title	BUDGET SAVINGS PROPOSALS 2023/24 – Reduction in Early Years Management provision
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: 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 restructuring of the Early Years service and aligning services to the needs of nurseries and early years provision across the authority area.</p>	
<p>Detail the budget implication relating to the policy:</p> <p>This proposal aims to save £100,000 per annum. This equates to a saving of 0.2% of the total budget.</p>	
<p>What will change as a result of this policy?</p> <p>This proposal aims to restructure the service to align Early Years employees with the needs of the service. This may include the non-replacement of some vacant posts.</p>	
<p>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</p> <p>Employees</p>	
Responsible Persons	
Department / Section	Education, Skills and Children’s Services
Lead Officer	W. Macdonald
IIA Team Members	
Responsible Head of Service	Head of Education, South



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Section 2 - Evidence		
<p>What data and information has been reviewed as part of the policy development process? Examination of nursery location and provision Budgets Staffing</p>		
<p>Detail what consultation has taken place as part of the policy development process? None to date</p>		
<p>What does the information collected and the outcome of any consultation indicate regarding potential impacts of the policy?</p>		
<p>Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process, please detail: Consultation responses</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
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
Is the policy likely to have a significant environmental impact?		x
<p>Comments</p> <ul style="list-style-type: none"> The Budget Strategy is strategic with an aim of saving over £1.7million in 2023-24. This proposal aims to save £100k. A restructure of Early Years Management may result in the non-replacement of some vacant posts and the realigning of services. 		



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- The budget will be reduced by 0.2%, which is £100k.

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	
Environmental Sustainability, Climate Change and Energy Management		x	
The Gaelic Language		x	



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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	<input type="checkbox"/>		
Full IIA Lead Officer: _____			
Estimated completion date: _____			
No	<input checked="" type="checkbox"/>		
If an IIA is deemed not to be required please detail the decision rational below			
Service restructure proposals will need consultation but doesn't appear to have any potential IIA impacts.			
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		

