

Stage two: form for carrying out a full equality impact assessment

What are the main aims of the policy?

The main aim of the Secondary Schools other services package is to meet the savings which are required to be made as part of Service Choices (Education Services Base Budget Service Choices Stage 2 Options review templates)

Proposed target savings are required to be achieved between 2016 and 2021. With first year savings in 2016/2017 of £620K, with a further saving of £363K in 2017/2018 (a cumulative saving of £983K) and a reduction of 30.8 FTE posts.

Savings proposals:

EDUC08a reduce Classroom Assistants by 20% (6.6FTE posts)

EDUC08b reduce Clerical Assistants by 20% (6.2 FTE posts)

EDUC08c reduce Janitorial costs by 20% (2FTE posts)

EDUC08d reduce supply cover teacher costs by 20%

EDUC08e remove management development and training budgets

EDUC08f removal of school librarians (10FTE posts)

EDUC08g reduce school technicians by 20% (6FTE posts)

EDUC08h reduce grounds maintenance by 20%

EDUC08i reduce individual school budgets by 20%

EDUC08k - remove staff lunch payment for lunch time supervision

2: What are the likely impacts of the policy?

For each protected characteristic you should identify any particular impact that the policy may have for the group. Impacts could be positive or negative and both should be described.

If there are no impacts on a particular protected characteristic then state your reasons for this within the response box. This demonstrates that you have considered the impact on each characteristic.

Will the policy impact on the whole population of Argyll and Bute?

No equality impacts are expected on the whole population of Argyll and Bute.

Will the policy impact on particular groups within the population of Argyll and Bute?

The direct impact of these proposed savings are expected to impact for pupils who access a range of support from each of the identified posts. This will be consistent across all areas of Argyll and Bute. Pupils identifies as having additional or complex needs may be impacted upon.

The proposed reduction in staffing levels in the Secondary Schools: all other costs will have a slightly greater negative impact on female employees currently engaged in the delivery of a range of Education Services across Argyll and Bute. It should be noted however that the savings will also affect male employees, who are predominantly employed as school technicians and janitors. This profile is consistent with the employee profile of the Council as a whole, which has a larger proportion of female employees. These reductions take place within the context of the

Consider the following protected characteristics. What are the likely impacts for the group or community?

List any positive and/or negative impacts.

Protected characteristic

Positive and/or negative impacts

Marriage and civil partnership: relating to people who are married or are in a civil partnership	None.
Gender reassignment: relating to people who have proposed, started or completed a process to change his or her sex	None.
Pregnancy and maternity: relating to the condition of being pregnant or expecting a baby and the period after the birth	None.

Data and research

Please specify what research was carried out or data collected, when and how this was done, **and what other available research or data did you use?**

Set out any local or national data that has been used, in the impact assessment including any relevant guidance that has influenced the development of the policy.

As a core part of the Service Choices process Services were required to complete Stage 2 Option Review Templates.

EDUC08a reduce Classroom Assistants by 20% (6.6FTE posts)

Review of current staffing arrangements, including a revision of the current allocations formula applied. Consideration given to potential impacts for schools: large and small and consideration of geographical constraints.

EDUC08b reduce Clerical Assistants by 20% (6.2 FTE posts)

Review of current staffing arrangements, including a revision of the current allocations formula applied. Consideration given to potential impacts for schools: large and small and consideration of geographical constraints.

EDUC08c reduce Janitorial costs by 20% (2FTE posts)

Review of current staffing arrangements, including a revision of the current allocations formula applied. Consideration given to potential impacts for schools: large and small and consideration of geographical constraints.

EDUC08d reduce supply cover teacher costs by 20%

Evaluation of budget use in previous sessions, timing of periods of constraint. Consideration of impact on activities outwith school class contact time, working groups, CPD and participation in national events

EDUC08e remove management development and training budgets

Consideration of impact of the current approach to delivering CPD programmes for senior school leaders and meeting the requirements of GTCS registration.

EDUC08f removal of school librarians

Evaluation of impact on learning and teaching including research and study for senior school pupils.

	<p>EDUCO8g reduce school technicians by 20%</p> <p>Assessment of impact on learning and teaching in secondary school. Compliance with H&S</p> <p>EDUCO8h reduce grounds maintenance by 20%</p> <p>EDUCO8i reduce individual school budgets by 20%</p> <p>Assessment of impact of reduced school budgets reviewed including evaluation of previous budget usage.</p> <p>EDUCO8k - remove staff lunch payment for lunch time supervision</p> <p>Review of impact on lunch time supervision arrangements undertaken.</p>
<p>Partners' data and research</p> <p>What evidence has been provided by partners?</p> <p>Please specify partners.</p>	<p>Not applicable.</p>
<p>Gaps and uncertainties</p> <p>Have any gaps or uncertainties been identified in your understanding of the issues or impacts that need to be further explored?</p>	<p>None.</p>

4: Detailed Action Plan to address gaps in evidence and to reduce negative impacts

No

6: Summary

Name of policy: Service Choices, Secondary Schools all other costs EDUC08a , EDUC08b, EDUC08c, EDUC08d, EDUC08e, EDUC08f, EDUC08g, EDUC08h, EDUC08i, EDUC08k

This policy will help the council to meet the general equality duty to eliminate discrimination; advance equality of opportunity; and foster good relations by:

Eliminate discrimination

State how the policy will eliminate discrimination

The savings proposals are not designed to eliminate discrimination, but seek to manage reductions in the education revenue budget with minimal impact on equality groups, ensuring that the overall education service is sufficiently resourced to deliver quality education.

The impacts identified have associated mitigating actions.

Advance equality of opportunity

State how the policy will advance equality of opportunity

The proposal will result in savings to the education service, which will allow it to operate within budget and deliver equality of opportunity to all pupils across Argyll and Bute.

Foster good relations

State how the policy will affect good relations

The proposal will result in savings to the education service, which will allow it to operate within budget and ensure that it continues to foster good relations to all pupils across Argyll and Bute

When completed, the assessment must be signed off by the lead officer and by the relevant Head of Service.

Signed:
Lead Officer

Date:

Completed assessments must be sent to: