

Aberdeenshire Council

Integrated Impact Assessment

FY25/26 budget saving proposal: Early Years: Changes to ELC delivery model

Assessment ID	IIA-002676
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1. Overview

This document has been generated from information entered into the Integrated Impact Assessment system.

Ongoing rationalisation of ELC delivery model including discontinuation of provision in specific ELC settings, changes/hybridisation of offer in specific ELC settings, discontinuation of holiday provision in specific ELC settings. This rationalisation will be informed by ongoing cluster model and capacity reviews, staffing reviews, engagement with staff and service users. This rationalisation will be iterative and responsive to changing levels of demand and uptake across clusters.

During screening 1 of 11 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 2 out of 5 detailed impact assessments being completed. The assessments required are:

- Equalities and Fairer Scotland Duty
- Sustainability and Climate Change

In total there is 1 positive impact as part of this activity. There are 0 negative impacts, all impacts have been mitigated. The impact on 6 groups is not known, information is provided in the detailed sections of this document.

A detailed action plan with 3 points has been provided.

This assessment has been approved by laurence.findlay@aberdeenshire.gov.uk.

The remainder of this document sets out the details of all completed impact assessments.

2. Screening

Could your activity / proposal / policy cause an impact in one (or more) of the identified town centres?	No
Would this activity / proposal / policy have consequences for the health and wellbeing of the population in the affected communities?	No
Does the activity / proposal / policy have the potential to affect greenhouse gas emissions (CO2e) in the Council or community and / or the procurement, use or disposal of physical resources?	NotSure
Does the activity / proposal / policy have the potential to affect the resilience to extreme weather events and/or a changing climate of Aberdeenshire Council or community?	No
Does the activity / proposal / policy have the potential to affect the environment, wildlife or biodiversity?	No
Does the activity / proposal / policy have an impact on people and / or groups with protected characteristics?	NotSure
Is this activity / proposal / policy of strategic importance for the council?	No
Does this activity / proposal / policy impact on inequality of outcome?	No
Does this activity / proposal / policy have an impact on children / young people's rights?	No
Does this activity / proposal / policy have an impact on children / young people's wellbeing?	No
Does the activity / proposal / policy relate to budget proposals?	Yes

3. Impact Assessments

Children's Rights and Wellbeing	Not Required
Climate Change and Sustainability	No Negative Impacts Identified
Equalities and Fairer Scotland Duty	No Negative Impacts Identified
Health Inequalities	Not Required
Town Centre's First	Not Required

4. Equalities and Fairer Scotland Duty Impact Assessment

4.1. Protected Groups

Indicator	Positive	Neutral	Negative	Unknown
Age (Younger)				Yes
	<p>Will find out by: Any officer decision to change the operational delivery model of a specific ELC setting will be informed by engagement with staff and parents/carers and will take into consideration impacts on children. Any officer recommendation to deactivate/mothball an ELC setting will be informed by an assessment of the factors laid out in para 3.19 of the guidance. This will ensure that all children can continue to access their 1140 entitlement. If a decision is taken under the guidance to deactivate an ELC setting, a link officer will engage with parents/carers to discuss and agree an alternative placement in line with previously expressed (second or third choice) preferences. Any decision to deactivate/mothball an ELC setting will be informed by a specific IIA</p>			
Age (Older)		Yes		
Disability				Yes

Indicator	Positive	Neutral	Negative	Unknown
	<p>Will find out by: Any officer decision to change the operational delivery model of a specific ELC setting will be informed by engagement with staff and parents/carers and will take into consideration impacts on Disability groups. Any officer recommendation to deactivate/mothball an ELC setting will be information by an assessment of the factors laid out in para 3.19. This will ensure that all children can continue to access their 1140 entitlement. If a decision is taken under the guidance to deactivate/mothball an ELC setting, a link officer will engage with parents/carers to discuss and agree an alternative placement in line with previously expressed (second or third choice) preferences. Any staff or children with protected characteristics will be identified and any impacts will be mitigated through appropriate transition planning into alternative duties (staffing) and alternative placements (children). However, it is not possible to categorically say there will be no positive or negative impacts at this stage. Any decision to deactivate/ mothball an ELC setting will be informed by a specific IIA</p>			
Race		Yes		
Religion or Belief		Yes		
Sex		Yes		
Pregnancy and Maternity		Yes		
Sexual Orientation		Yes		
Gender Reassignment		Yes		
Marriage or Civil Partnership		Yes		

4.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income				Yes

Indicator	Positive	Neutral	Negative	Unknown
	Will find out by: If a decision is taken to deactivate an ELC setting, link officers will engage with parents/carers to discuss and agree alternative placements. Where it is known/declared that the parents/carers are on a low income, consideration will be given to ensuring appropriate placement to minimise any travel related expenses and support can be given to parents/carers for any other one-off expenses. However, it is not possible to categorically say there will be no positive or negative impacts at this stage.			
Low wealth				Yes
	Will find out by: If a decision is taken to deactivate an ELC setting, link officers will engage with parents/carers to discuss and agree alternative placements. Where it is known/declared that the parents/carers have low wealth, consideration will be given to ensuring appropriate placement to minimise any travel related expenses and support can be given to parents/carers for any other one-off expenses. However, it is not possible to categorically say there will be no positive or negative impacts at this stage.			
Material deprivation		Yes		
Area deprivation				Yes
	Will find out by: If a decision is taken to deactivate/mothball an ELC setting, link officers will engage with parents/carers to discuss and agree alternative placements. Where it is known/declared that the parents/carers are on a low income, consideration will be given to ensuring appropriate placement to minimise any travel related expenses and support can be given to parents/carers for any other one-off expenses. However, it is not possible to categorically say there will be no positive or negative impacts at this stage.			
Socioeconomic background		Yes		

4.3. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
Internal Data	NHS data (projections) and admissions information	There is a reduction in current and projected demand for ELC across Aberdeenshire.	There isn't a need for the same level of ELC places across all of Aberdeenshire (Council and funded provider).

4.4. Information Gaps

At this stage it is not possible to assess impacts, but any decision to deactivate/mothball an ELC setting will be informed by a specific IIA.

4.5. Measures to fill Information Gaps

Measure	Timescale
Any recommendation to the Director to deactivate/mothball an ELC setting will be informed by an IIA	N/A

4.6. Engagement with affected groups

When a decision is taken, there will be a full review of the impact on that specific community, with mitigations and support measures put in place to cater for the community characteristics.

4.7. Ensuring engagement with protected groups

The protected characteristics will be identified as part of the process. There will be an engagement process which follows guidelines developed by the service, but which also takes into account these characteristics

4.8. Evidence of engagement

Engagement will take place after a decision to mothball/deactivate.

4.9. Overall Outcome

No Negative Impacts Identified.

It isn't possible to identify negative impacts at this point.

An IIA will be carried out for settings identified in order to ensure that all impacts are fully considered and mitigated. The process which is being developed will also ensure that families and staff are supported with the change.

4.10. Improving Relations

The steps towards promoting good relations will be via the engagement process and the measures that are put in place by the Early Years Service to support those impacted by any decision to mothball/deactivate a setting.

4.11. Opportunities of Equality

The process of mothballing/deactivating produces long term sustainability to allow for service resilience and increased resources to support more vulnerable learners.

5. Sustainability and Climate Change Impact Assessment

5.1. Emissions and Resources

Indicator	Positive	Neutral	Negative	Unknown
Consumption of energy				Yes
	Will find out by: In the event the decision is taken to deactivate/mothball a specific ELC setting, alternative duties for staff and appropriate placements for children will be discussed and agreed with staff/parents and carers. Any related travel / CO2e implications will be identified and where possible mitigated through the identification of postings/placements			
Energy efficiency		Yes		
Energy source		Yes		
Low carbon transition		Yes		
Consumption of physical resources	Yes			
Waste and circularity		Yes		
Circular economy transition		Yes		
Economic and social transition		Yes		

5.2. Biodiversity and Resilience

Indicator	Positive	Neutral	Negative	Unknown
Quality of environment		Yes		
Quantity of environment		Yes		
Wildlife and biodiversity		Yes		
Infrastructure resilience		Yes		
Council resilience		Yes		
Community resilience		Yes		
Adaptation		Yes		

5.3. Positive Impacts

Impact Area	Impact
Consumption of physical resources	Any reduction in the number of ELC settings, implies that there may be reduced consumption of physical resources.

5.4. Evidence

Type	Source	It says?	It Means?
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Type	Source	It says?	It Means?
Internal Data	Estate data and energy usage data	The estate data, energy usage data will allow the service to be able to identify potential reduction in energy and resources.	There is an indication that there will be a reduction in usage of resources as a result of mothballing/ deactivating an ELC setting.

5.5. Information Gaps

Until specific decisions are taken under this guidance, there are gaps in information regarding impacts on energy consumption and energy efficiency.

5.6. Measures to fill Information Gaps

Measure	Timescale
In the event a decision is taken to deactivate a specific ELC setting, information on staff/child home addresses and alternative posts/ placement will be gathered and analysed by link officer	TBC

5.7. Overall Outcome

No Negative Impacts Identified.

Until specific decisions are taken - it is not possible to identify any negative impacts. It cannot be assumed that the deactivation/mothballing of any ELC settings would have a negative impact on travel distance. Although this may be the case, it might equally not be the case as a key driver of 1140 is parental choice and flexibility, and parents/carers have made decisions on preferred placements on a range of reasons (childcare, familial proximity, work proximity etc) not just on home proximity. Further, there may also be positive impacts if there is a reduced number of ELC settings to heat etc.

6. Action Plan

Planned Action	Details	
Develop and implement a process for supporting families transitioning into another ELC setting	Lead Officer Repeating Activity Planned Start Planned Finish Expected Outcome Resource Implications	James Martin No Monday November 11, 2024 Friday December 06, 2024 A robust and thorough process to ensure that families are fully supported. Officer time.
To develop a process for supporting ELC staff in transitioning to a new ELC setting.	Lead Officer Repeating Activity Planned Start Planned Finish Expected Outcome Resource Implications	James Martin No Monday November 11, 2024 Friday December 06, 2024 To have a robust and supportive approach in working with staff impacted by the mothballing/deactivation of an ELC setting. Officer time.
To develop a review/analysis process for the biannual review of data for ELC demand and capacity.	Lead Officer Repeating Activity Planned Start Planned Finish Expected Outcome Resource Implications	James Martin No Monday November 11, 2024 Friday January 10, 2025 To have a process which allows for clarity and consistency in determining the areas where there will be more detailed review of sustainability of maintaining the current supply of Council ELC places. This process will also be used in determining whether to extend those settings that are currently mothballed/inactive. Officer time.