

# Aberdeenshire Council

## Integrated Impact Assessment

### FY25/26 budget saving proposal: Early Years staffing

Assessment ID	IIA-002673
Lead Author	Anne Marie Davies Macleod
Additional Authors	Natalie Stewart
Service Reviewers	James Martin
Subject Matter Experts	Kakuen Mo, Jane Wilkinson, Ricki Lyon, Jade Fitzpatrick
Approved By	Laurence Findlay
Approved On	Thursday January 30, 2025
Publication Date	Monday February 03, 2025

# 1. Overview

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

An area of ongoing change is the previous introduction of Grade D posts in contributing towards the staffing ratios. This has been progressed on an iterative and 'test-and-design' basis over FY 2024/25 and will be progressed on a more systemic basis over FY 2025/26. There is a timescale before they can be able to take on key children etc, but they can support lunch cover and other areas from the outset. We have 60.7FTE Grade Ds in post as of FY24/25 Q2 – representing a £540k reduction in spend. Substitute 15% of (373 FTE) EYP posts over FY25/26 with Grade D posts – circa £504,000.

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 1 out of 5 detailed impact assessments being completed. The assessments required are:

- Equalities and Fairer Scotland Duty

In total there are 0 positive impacts as part of this activity. There are 0 negative impacts, all impacts have been mitigated.

A detailed action plan with 0 points has been provided.

This assessment has been approved by [laurence.findlay@aberdeenshire.gov.uk](mailto: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?	No
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?	No
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	Not Required
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		
Age (Older)		Yes		
Disability		Yes		
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		
Low wealth		Yes		
Material deprivation		Yes		
Area deprivation		Yes		
Socioeconomic background		Yes		

### 4.3. Evidence

Type	Source	It says?	It Means?
Internal Consultation	Engagement with management and staff groups in EY workforce	We have engaged around support, development and training including inductions etc. The role has been positively received by settings and has offered good entry level opportunities for people keen to progress in a career in ELC.	The ongoing roll-out of the post will not only achieve budget efficiencies but will also strengthen workforce sustainability and resilience and support access to the ELC workforce for unqualified entry-level candidates

### 4.4. Engagement with affected groups

Engagement with staff groups in 2023-2024 and 2024-2025

### 4.5. Ensuring engagement with protected groups

Through engagement with staff cohorts

#### **4.6. Evidence of engagement**

N/A

#### **4.7. Overall Outcome**

No Negative Impacts Identified.

This is the next phase of a roll-out of the new Grade D post in the ELC workforce. Monitoring over 2024-2025 has demonstrated no negative impacts and engagement indicates the changes are well received by stakeholders.

#### **4.8. Improving Relations**

N/A

#### **4.9. Opportunities of Equality**

Provides an entry-level point of access into the ELC workforce for unqualified candidates thus ensuring increased diversity and accessibility to the workforce .