

Aberdeenshire Council

Integrated Impact Assessment

FY26/27 Budget Saving Proposal: School Cleaning

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|------------------------|---|
| Assessment ID | IIA-003202 |
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| Service Reviewers | Gillian Strachan |
| Subject Matter Experts | Kakuen Mo, Jane Wilkinson, Jade Fitzpatrick, Ricki Lyon, Annette Johnston |
| Approved By | Anne Marie Davies Macleod |
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1. Overview

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

Reduction of expenditure on relief staffing through moving to a cluster model of service delivery and reduction of service specification

During screening 1 of 12 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 1 points has been provided.

This assessment has been approved by annemarie.daviesmacleod@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 |
| Does this activity / proposal / policy impact on consumers of Council services? | No |

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 | And internal data. Source is HR data and ECS consultation | HR data shows us the high level of staff turn over that any savings can be made through natural wastage. Proposal is to make most of the savings by not using relief staff or over time time sheeted hours. | Savings can be made by changing the service provision and not using relief hours |

4.4. Engagement with affected groups

We are at the start of this process. Teams have been notified and volunteers to be part of the working group are currently being gathered. The plan is to hold a number of workshops with the working group to continue with this review and future proposal.

4.5. Ensuring engagement with protected groups

NA

4.6. Evidence of engagement

Head Teachers have been engaged via email comms and meeting updates.

Impacted teams have been notified of review and communication channels opened up.

Affected operational teams communicated to.

The FAST Transition team are supporting with this workstream and have carried out engagement with other LA to understand their service provision.

4.7. Overall Outcome

No Negative Impacts Identified.

Saving comes from reducing relief cleaner needs through a restructured team and reviewed service provision.

4.8. Improving Relations

Working group being set up. Regular transparent communications.

4.9. Opportunities of Equality

Cluster based working with more flexibility

5. Action Plan

| Planned Action | Details |
|---|---|
| <p>If approved, further consultation will take place with all relevant teams.</p> | <p>Lead Officer Sofia Reinardy</p> <p>Repeating Activity No</p> <p>Planned Start Sunday February 01, 2026</p> <p>Planned Finish Saturday August 01, 2026</p> <p>Expected Outcome Redesigned service provision and teams on cluster based contracts, reducing the need for relief staff and additional time sheeted hours</p> <p>Resource Implications Reduced need for relief hours</p> |