

Aberdeenshire Council

Integrated Impact Assessment

Review of school and cluster management arrangements

Assessment ID	IIA-003467
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1. Overview

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

Review of school and cluster management arrangements including review of cluster PT role and remit, and the management entitlement for shared HT arrangements. An indicative saving of £50,000 has been identified as it is anticipated any review and revision to current arrangements will be transitional over school session 2026/27.

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 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
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	Internal consultation with Education managers	It is appropriate and timely to review school and cluster managements arrangements. The cluster Principal Teacher post needs to be reviewed to ensure arrangements represents efficiency and efficacy. The shared headteacher management arrangements also need to be reviewed to ensure arrangements represents efficiency and efficacy.	This is review presents an opportunity to consider whether the current school and cluster management arrangements represent Best Value and equity of resource provision, as well as ensuring quality leadership of our school system

4.4. Information Gaps

Discovery phase of review to look at financial data, staffing data and stakeholder views

4.5. Measures to fill Information Gaps

Measure	Timescale
Consultation with stakeholders, budget analysis, staffing analysis	June 2026

4.6. Engagement with affected groups

None to date

4.7. Ensuring engagement with protected groups

N/A

4.8. Evidence of engagement

N/A

4.9. Overall Outcome

No Negative Impacts Identified.

This review of school and cluster management arrangements will not represent any change to service delivery and experience of end user.

4.10. Improving Relations

N/A

4.11. Opportunities of Equality

N/A

5. Action Plan

Planned Action	Details
<p>Review of school and cluster management arrangements: Discovery phase: analysis of financial data, staffing data and stakeholder views Development phase: development of proposals for consultation Consultation phase: consultation with relevant stakeholders Implementation phase: planning and preparation for implementation</p>	<p>Lead Officer Susan Smith Repeating Activity No Planned Start Wednesday April 01, 2026 Planned Finish Wednesday September 30, 2026 Expected Outcome Review of school and cluster management arrangements Resource Implications N/A</p>