

Aberdeenshire Council

Integrated Impact Assessment

FY25-26: Budget saving proposal: Efficiency charge against primary devolved budgets

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|------------------------|---|
| Assessment ID | IIA-002656 |
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| Approved By | Laurence Findlay |
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1. Overview

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

FY 25/26 devolved budgets allocated to schools on basis on primary teacher staffing formula with an efficiency charge against primary school devolved budgets (£1.14 million), tiered as below:

Small school: 0.9% (1-4 classes)

Medium school: 1.3% (5-9 classes)

Large school 1.6% (10 classes plus)

This budget allocation approach was developed following consultation with Primary Head Teacher (PHT) Forum

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 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 |

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 | Primary Headteacher Forum survey | We surveyed all primary headteachers to determine their preferred approach to setting a balanced budget / offsetting identified budget pressures. 80% + indicated their preference was to continue with an efficiency charge rather than an adjustment to staffing formula. Further, the headteachers indicated their preference was to tier the efficiency charge | In an empowered school system and in line with the principles of DSM, headteachers as key stakeholders should inform and influence decision making on the distribution and allocation of resources. |

4.4. Information Gaps

Detailed analysis of school, cluster and authority level teacher long term absence due to sickness and maternity leave and the related budget impact

4.5. Measures to fill Information Gaps

| Measure | Timescale |
|--|--------------|
| Build on existing data sets to understand the scale of the issue, any patterns/trends and the impact on school devolved budgets with a view to reporting related budget pressures in FY 26/27 budget setting | October 2025 |

4.6. Engagement with affected groups

Briefing to Primary HT Forum Executive

Briefing to wider Primary HT Forum

Survey to all Primary HT

4.7. Ensuring engagement with protected groups

N/A

4.8. Evidence of engagement

N/A

4.9. Overall Outcome

No Negative Impacts Identified.

The budget saving relates to a budget setting approach and model that has been widely used across all local authorities. It does not imply a 'cut' to the core service function and delivery of education will continue to be in line with national and local agreements

4.10. Improving Relations

N/A

4.11. Opportunities of Equality

N/A

5. Action Plan

| Planned Action | Details |
|--|--|
| Detailed analysis of school, cluster and authority level teacher long term absence due to sickness and maternity leave and the related budget impact | <p>Lead Officer Susan Smith</p> <p>Repeating Activity No</p> <p>Planned Start Tuesday April 01, 2025</p> <p>Planned Finish Wednesday December 31, 2025</p> <p>Expected Outcome Indicative budget pressure for FY 26/27 and development of contingency arrangements</p> <p>Resource Implications Potential budget pressure for FY 26/27</p> |