

Aberdeenshire Council

Integrated Impact Assessment

Early Years central and local management structure review

Assessment ID	IIA-003437
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1. Overview

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

Following full roll-out and implementation of 1140 funded offer, the cessation of Out-of-School-Care services and the transfer of Early Years business support function into Business Support and Performance, it is appropriate to review and rationalise the Early Years management arrangements. This IIA is for a proposed saving and therefore a internal review of the current 1140 Management staffing structure needs to be implemented if the saving is agreed. If the saving is agreed a further IIA will need to be completed to identify the impact and mitigations of the review.

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	Planned consultation with employees through HR structure review and consultation process	Not available at present	N/A

4.4. Information Gaps

Employee views

4.5. Measures to fill Information Gaps

Measure	Timescale
Planned consultation with employees through HR structure review and consultation process	By June 2026

4.6. Engagement with affected groups

None to date but planned consultation with employees through HR structure review and consultation process

4.7. Ensuring engagement with protected groups

Support from relevant and referred services will be sought for any employees with identified protected characteristics

4.8. Evidence of engagement

Evidence of engagement not available at this stage. There will be no consultation with those with lived experience.

4.9. Overall Outcome

No Negative Impacts Identified.

This is a internal structure review which is being progressed to ensure central and local management structures are efficient and effective

4.10. Improving Relations

N/A

4.11. Opportunities of Equality

N/A

5. Action Plan

Planned Action	Details
<p>Early Years Structure Review:</p> <p>September 2025: Review start up</p> <p>October 2025 -February 2026: Review team work</p> <p>March 2026: Review proposals</p> <p>April 2026: Consultation</p> <p>June 2026: Implementation</p> <p>June 2027: Review</p>	<p>Lead Officer Julia Matthew</p> <p>Repeating Activity No</p> <p>Planned Start Monday September 01, 2025</p> <p>Planned Finish Friday April 30, 2027</p> <p>Expected Outcome Implementation of new structure</p> <p>Resource Implications Internal resourcing</p>