

Aberdeenshire Council

Integrated Impact Assessment

Reduction across Inclusion, Equity & Wellbeing budget page

Assessment ID	IIA-001968
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Approved By	Susan Smith
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1. Overview

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

A reduction across a number of sub-budgets within the Inclusion, Equity & Wellbeing budget page, which includes Riding for the Disabled; NHS Grampian Speech & Language Therapy Contract and professional learning for schools to support inclusion, equity & wellbeing

During screening 2 of 10 questions indicated that detailed assessments were required, the screening questions and their answers are listed in the next section. This led to 2 out of 5 detailed impact assessments being completed. The assessments required are:

- Childrens' Rights and Wellbeing
- Equalities and Fairer Scotland Duty

In total there are 0 positive impacts as part of this activity. There are 9 negative impacts, all impacts have been mitigated.

A detailed action plan with 3 points has been provided.

This assessment has been approved by susan.smith7@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?	Yes
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?	Yes

3. Impact Assessments

Children's Rights and Wellbeing	All Negative Impacts Can Be Mitigated
Climate Change and Sustainability	Not Required
Equalities and Fairer Scotland Duty	All Negative Impacts Can Be Mitigated
Health Inequalities	Not Required
Town Centre's First	Not Required

4. Childrens' Rights and Wellbeing Impact Assessment

4.1. Wellbeing Indicators

Indicator	Positive	Neutral	Negative	Unknown
Safe		Yes		
Healthy		Yes		
Achieving			Yes	
Nurtured		Yes		
Active		Yes		
Respected		Yes		
Responsible		Yes		
Included			Yes	

4.2. Negative Impacts and Mitigations

Impact Area	Details and Mitigation
Achieving	<p>Removal of NHS Grampian Speech and Language Therapy Service Level Agreement will result in a reduction in the capacity of the Speech & Language Therapy Service to support schools to meet the needs of children and young people with speech, language & communication needs, which may have a negative impact on the learning and development, attainment and achievement of children with this profile of need.</p> <p>Can be mitigated Yes</p> <p>Mitigation An Inclusive Communication framework with associated professional learning opportunities for schools has been developed to support consistency of practice across Aberdeenshire in meeting the needs of children and young people with speech, language and communication needs. This will complement the ongoing roll out of the CIRCLE framework which supports inclusive classroom practice. Speech & Language Therapy services will continue to be provided on a statutory basis by NHS Grampian.</p> <p>Timescale June 2024</p>

Impact Area	Details and Mitigation
Achieving	<p>Riding for the Disabled provides an opportunity for children with additional support needs to experience success in learning outwith the formal school environment. Removal of the RDA service place greater limits on these opportunities.</p> <p>Can be mitigated Yes</p> <p>Mitigation Riding for the Disabled service providers will be included within the Learning Pathway Plus framework to ensure that the most vulnerable learners who are at risk of being placed in out-of-authority provision are still able to access this service</p> <p>Timescale October 2024</p>
Included	<p>A reduction in the Inclusion, Equity & Wellbeing Professional Learning budget will reduce capacity to support the implementation of some recommendations emerging from the ASN Review. Inconsistency of practice in meeting additional support needs was identified as an area for development through stakeholder consultation. Enhancing the consistency of high-quality inclusive practice is the foundation of moving to a more inclusive model for Primary 1 and Primary 2 children.</p> <p>Can be mitigated Yes</p> <p>Mitigation The CIRCLE resource is in the process of being rolled out in all Aberdeenshire classrooms, which is cost neutral and will support consistency of practice. A range of other cost neutral professional learning offers have been, or are in the process of being, developed on areas such as autism, dyslexia, inclusive communication, trauma informed practice and nurture approaches. This will ensure that education staff continue to have access to high quality professional learning to meet the needs of children and young people with additional support needs</p> <p>Timescale Ongoing</p>

4.3. Evidence

Type	Source	It says?	It Means?
Internal Data	Monitoring of Riding for the Disabled referrals	The service is not available in all areas of Aberdeenshire but it is well used in the areas where it is available	The service is valued by parents and schools and viewed as having a positive impact on the children who participate

Type	Source	It says?	It Means?
Internal Data	NHS Grampian Speech & Language Therapy Contract monitoring	Speech & Language Therapy Service provides early intervention services within Aberdeenshire beyond those which NHS Grampian supply on a statutory basis. This includes training for education staff, project work and supporting the Kellands Language Unit	The pace of prevention and early intervention improvement work will be impacted.
Internal Data	ASN review data	Inconsistency of approach across Aberdeenshire to meeting additional support needs was identified as a concern by parents, staff and multi-agency partners.	There is a need for high quality, consistent professional learning for schools to meet additional support needs.

4.4. Accounting for the Views of Children and Young People

Children's views have not be gathered in direct relation to these proposed budget savings

4.5. Promoting the Wellbeing of Children and Young People

The proposal does not help to safeguard, support and promote children and young people's wellbeing.

4.6. Upholding Children and Young People's Rights

The proposal does not breach children's rights, nor does it contribute to them being upheld

4.7. Overall Outcome

All Negative Impacts Can Be Mitigated.

Mitigations are in place to ensure education staff continue to have access to high quality professional learning to support inclusive practice, including those with speech, language and communication needs.

Mitigations are in place to ensure the most vulnerable children and young people continue to have access to Riding for the Disabled.

5. Equalities and Fairer Scotland Duty Impact Assessment

5.1. 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		

5.2. Socio-economic Groups

Indicator	Positive	Neutral	Negative	Unknown
Low income		Yes		
Low wealth		Yes		
Material deprivation		Yes		
Area deprivation		Yes		
Socioeconomic background		Yes		

5.3. Negative Impacts and Mitigations

Impact Area	Details and Mitigation

Impact Area	Details and Mitigation
<p>Age (Younger)</p>	<p>Removal of NHS Grampian Speech and Language Therapy Service Level Agreement will result in a reduction in capacity to support schools to meet the needs of children and young people with speech, language & communication needs. This may have a negative impact on children's learning and development, attainment and achievement. There is a risk that children with this profile of need as not as well included in the school environment.</p> <p>Can be mitigated Yes</p> <p>Mitigation An Inclusive Communication framework with associated professional learning opportunities for schools has been developed to support consistency of practice across Aberdeenshire in meeting the needs of children and young people with speech, language and communication needs. This will complement the ongoing roll out of the CIRCLE framework which supports inclusive classroom practice. Speech & Language Therapy services will continue to be provided on a statutory basis by NHS Grampian</p> <p>Timescale June 2024</p>
<p>Age (Younger)</p>	<p>Riding for the Disabled provides an opportunity for children with additional support needs, to experience success in learning outwith the formal school environment in a way that is more suited to their needs. Removal of the service will result in less young people having this opportunity.</p> <p>Can be mitigated Yes</p> <p>Mitigation Riding for the Disabled service providers will be included within the Learning Pathway Plus framework to ensure that the most vulnerable learners who are at risk of being placed in out-of-authority provision are still able to access the service</p> <p>Timescale October 2024</p>

Impact Area	Details and Mitigation
<p>Age (Younger)</p>	<p>A reduction in the Inclusion, Equity & Wellbeing Professional Learning budget will diminish capacity to support the implementation of some recommendations emerging from the ASN Review. Inconsistency of practice in meeting additional support needs was identified as an area for development through stakeholder consultation. Enhancing the consistency of high-quality inclusive practice is the foundation of moving to a more inclusive model for Primary 1 and Primary 2 children</p> <p>Can be mitigated Yes</p> <p>Mitigation The CIRCLE resource is in the process of being rolled out in all Aberdeenshire classrooms, which is cost neutral and will support consistency of practice. A range of other cost neutral professional learning offers have been, or are in the process of being, developed on areas such as autism, dyslexia, inclusive communication, trauma informed practice and nurture approaches. This will ensure that education staff continue to have access to high quality professional learning to meet the needs of children and young people with additional support needs</p> <p>Timescale ongoing</p>
<p>Disability</p>	<p>Achieving: Removal of NHS Grampian Speech and Language Therapy Service Level Agreement will result in a reduction in the capacity of the Speech & Language Therapy Service to support schools to meet the needs of children and young people with speech, language & communication needs, a number of whom will have a disability. This may have a negative impact on the learning, development, attainment and achievement of children with this profile of need</p> <p>Can be mitigated Yes</p> <p>Mitigation An Inclusive Communication framework with associated professional learning opportunities for schools has been developed to support consistency of practice across Aberdeenshire in meeting the needs of children and young people with speech, language and communication needs. This will complement the ongoing roll out of the CIRCLE framework which supports inclusive classroom practice. Speech & Language Therapy services will continue to be provided on a statutory basis by NHS Grampian</p> <p>Timescale June 2024</p>

Impact Area	Details and Mitigation
Disability	<p>Achieving: Riding for the Disabled provides an opportunity for children with disabilities and additional support needs to experience success in learning outwith the formal school environment. Removal of the RDA service place greater limits on these opportunities</p> <p>Can be mitigated Yes</p> <p>Mitigation Riding for the Disabled service providers will be included within the Learning Pathway Plus framework to ensure that the most vulnerable learners who are at risk of being placed in out-of-authority provision are still able to access the service</p> <p>Timescale October 2024</p>
Disability	<p>Included: A reduction in the Inclusion, Equity & Wellbeing Professional Learning budget will reduce capacity to support the implementation of some recommendations emerging from the ASN Review. Inconsistency of practice in meeting additional support needs was identified as an area for development through stakeholder consultation. Enhancing the consistency of high-quality inclusive practice is the foundation of moving to a more inclusive model for Primary 1 and Primary 2 children</p> <p>Can be mitigated Yes</p> <p>Mitigation The CIRCLE resource is in the process of being rolled out in all Aberdeenshire classrooms, which is cost neutral and will support consistency of practice. A range of other cost neutral professional learning offers have been, or are in the process of being, developed on areas such as autism, dyslexia, inclusive communication, trauma informed practice and nurture approaches. This will ensure that education staff continue to have access to high quality professional learning to meet the needs of children and young people with additional support needs</p> <p>Timescale Ongoing</p>

5.4. Evidence

Type	Source	It says?	It Means?
Internal Data	Monitoring of Riding for the Disabled referrals	The service is not available in all areas of Aberdeenshire but it is well used in the areas where it is available	The service is valued by parents and schools and viewed as having a positive impact on the children who participate

Type	Source	It says?	It Means?
Internal Data	ASN Review data	Inconsistency of approach across Aberdeenshire to meeting additional support needs was identified as a concern by parents, staff and multi-agency partners.	There is a need for high quality, consistent professional learning for schools to meet additional support needs of children
Internal Data	NHS Grampian Speech & Language Therapy Contract monitoring	Speech & Language Therapy Service provides early intervention services within Aberdeenshire beyond those which NHS Grampian supply on a statutory basis. This includes training for education staff, project work and supporting the Kellands Language Unit	The pace of prevention and early intervention improvement work will be impacted

5.5. Engagement with affected groups

No direct engagement in relation to this specific proposal

5.6. Ensuring engagement with protected groups

They have not been involved, although stakeholder feedback has been taken into account in mitigating against risk

5.7. Evidence of engagement

The value placed on Riding for the Disabled by service users has been taken into account and an alternative pathway to accessing this support will be developed to ensure the it is still accessible to the most vulnerable children and young people.

Feedback from the parents and carers of children and young people with additional support needs regarding the inconsistency of practice in meeting additional support needs has been taken into account in the roll out of the CIRCLE resource, the development of the Aberdeenshire Inclusive Communication framework, and the development of professional learning opportunities on a range of ASN related topics.

5.8. Overall Outcome

All Negative Impacts Can Be Mitigated.

Mitigations are in place to ensure education staff continue to have access to high quality professional learning to support inclusive practice, including those with speech, language and communication needs.

Mitigations are in place to ensure the most vulnerable children and young people continue to have access to Riding for the Disabled.

5.9. Improving Relations

none

5.10. Opportunities of Equality

It does not

6. Action Plan

Planned Action	Details	
Continued roll-out of CIRCLE resource across all Aberdeenshire Schools	Lead Officer	Carron Douglas
	Repeating Activity	No
	Planned Start	Monday February 05, 2024
	Planned Finish	Friday July 04, 2025
	Expected Outcome	Greater consistency of inclusive practice
	Resource Implications	None
Launch of Inclusive Communication Framework	Lead Officer	Marian Youngson
	Repeating Activity	No
	Planned Start	Monday February 05, 2024
	Planned Finish	Friday July 05, 2024
	Expected Outcome	Support for schools to meet speech, language and communication needs
	Resource Implications	None
Include all Riding for the Disabled providers in Learning Pathway Plus procurement framework	Lead Officer	Marian Youngson
	Repeating Activity	No
	Planned Start	Tuesday October 01, 2024
	Planned Finish	Thursday October 31, 2024
	Expected Outcome	Continued access to riding for the disabled for the most vulnerable learners
	Resource Implications	Learning Pathways Plus Budget