

Aberdeenshire Council

Integrated Impact Assessment

Reduction in Additional Support Needs Specialists

Assessment ID	IIA-002002
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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.

Reduction to the English as an Additional Language Service

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 3 negative impacts, all impacts have been mitigated.

A detailed action plan with 1 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
Included	<p>A reduction in staffing within the English as an Additional Language Service will reduce the service's capacity to support schools to include bilingual children, young people and families, including refugee families, asylum seeking families and unaccompanied asylum seekers</p> <p>Can be mitigated Yes</p> <p>Mitigation Scottish Government grant monies will continue to be used to ensure the service has the capacity to support the most vulnerable children and young people (asylum seekers, refugees and unaccompanied minors). A virtual professional learning hub is being developed to ensure schools have ongoing access to information and resources to include bilingual learners. High risk will be mitigated against through prioritisation of need.</p> <p>Timescale Ongoing</p>

4.3. Evidence

Type	Source	It says?	It Means?
Internal Data	Service monitoring	The number of children and young people with english as an additional language and additional support needs has increased sharply in recent years	There is an ongoing need for the English as an Additional Language Service

4.4. Accounting for the Views of Children and Young People

Children and young people have not been consulted about this proposal.

4.5. Promoting the Wellbeing of Children and Young People

The proposal does not help to safeguard, support or promote children'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.

High risk can be mitigated against through the prioritisation of need.

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
Age (Younger)	<p>A reduction in staffing within the English as an Additional Language Service will dilute the service's capacity to support schools to support bilingual children and young people.</p> <p>Can be mitigated Yes</p> <p>Mitigation Scottish Government grant monies will continue to be used to ensure the service has the capacity to support the most vulnerable children and young people (asylum seekers, refugees and unaccompanied minors). A virtual professional learning hub is being developed to ensure schools have ongoing access to information and resources to include bilingual learners. High risk will be mitigated against through prioritisation of need.</p> <p>Timescale Ongoing</p>
Race	<p>A reduction in staffing within the English as an Additional Language Service will dilute the service's capacity to support schools to support bilingual children and young people.</p> <p>Can be mitigated Yes</p> <p>Mitigation Scottish Government grant monies will continue to be used to ensure the service has the capacity to support the most vulnerable children and young people (asylum seekers, refugees and unaccompanied minors). A virtual professional learning hub is being developed to ensure schools have ongoing access to information and resources to include bilingual learners. High risk will be mitigated against through prioritisation of need.</p> <p>Timescale Ongoing</p>

5.4. Evidence

Type	Source	It says?	It Means?
Internal Data	Service Monitoring	The number of children and young people with english as an additional language and additional support needs has increased sharply in recent years	There is an ongoing need for the service.

5.5. Engagement with affected groups

There has been no engagement.

5.6. Ensuring engagement with protected groups

There has been no direct engagement.

5.7. Evidence of engagement

The views of those with lived experience of vision or hearing impairments, as shared with the service over time, have been taken into account in the formulation of the risks identified within this IIA.

5.8. Overall Outcome

All Negative Impacts Can Be Mitigated.

Scottish Government grant monies will continue to be used to ensure the service has the capacity to support the most vulnerable children and young people (asylum seekers, refugees and unaccompanied minors). A virtual professional learning hub is being developed to ensure schools have ongoing access to information and resources to include bilingual learners. High risk will be mitigated against through prioritisation of need

5.9. Improving Relations

None.

5.10. Opportunities of Equality

It does not

6. Action Plan

Planned Action	Details
<p>Support each service to review their prioritisation processes in order to ensure that those with the highest level of risk are in receipt of a service.</p>	<p>Lead Officer Carron Douglas</p> <p>Repeating Activity No</p> <p>Planned Start Friday January 12, 2024</p> <p>Planned Finish Monday April 01, 2024</p> <p>Expected Outcome Clearer / higher threshold for service involvement</p> <p>Resource Implications Officer time</p>