



## Integrated Impact Assessment (IIA) of Budget Proposals

2018

Name of Budget Saving	Integration of Pathways, Pave and Pave 2
Department and service area	Education
Completion Date	01/02/2018
Lead officer	Grace Vickers

### Aims and Objectives

To undertake a mini service review in order to streamline and revise targeted services which support young people to maximise their qualifications, have breadth of curriculum and secure a positive/sustainable future whether employment, training or further education. This service will also meet the needs of children returning from residential care. To rationalise where targeted services are delivered through a buildings option appraisal. The review will also include a pay to place proportionate model.

1. Does the proposed budget saving affect people?

Yes

☒

No

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2. What is/are the reason(s) for your proposed budget saving?

To streamline curriculum and targeted positive destination support for school aged young people through a mini service review.

### 3. Impact

Which of the protected characteristics\* will the proposed budget saving have an impact upon?

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/ information
Age	Increase in flexible tailored opportunities across the curriculum.	Potentially fewer young people will be able to access the provision.	Negative impact may be mitigated through alternative service design.
Disability	Increase in flexible tailored opportunities across the curriculum.  Relocating services could present an opportunity to enhance accessibility for young people with a disability through geographic accessibility and building accessibility.	Potentially fewer young people will be able to access the provision.	Negative impact may be mitigated through alternative service design.  Any proposal to relocate services should be assessed for accessibility for young people with a disability.
Gender Reassignment			Information not available at this time on whether young people undergoing/who have undergone gender reassignment are more likely to be accessing these provisions.
Marriage & Civil Partnership			No disproportionate positive or negative impact identified.
Pregnancy and	Increase in flexible tailored opportunities	Potentially fewer young people will be able to	Negative impact may be mitigated through

maternity	across the curriculum.	access the provision.	alternative service design.
Race			Information not available at this time on whether young people of any particular race are more likely to be accessing these provisions.
Religion or Belief			Information not available at this time on whether young people of any particular religion or belief are more likely to be accessing these provisions.
Sex			Over the last three years more males than females have accessed these provisions however the proportion fluctuates. The review will need to consider this and the impact of any changes.
Sexual Orientation			Information not available at this time on whether young people of any particular sexual orientation are more likely to be accessing these provisions.

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

The mini service review will ensure a more detailed Integrated Impact Assessment is produced as the review progresses. Any alterations to staff, conditions or terms would follow HR policies and guidance. Parents and carers will be engaged as appropriate.

Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, Braille, audio tape or BSL. For more information, please contact the Equality, Diversity and Human Rights Officer on 0131 271 3658 or [equalities@midlothian.gov.uk](mailto:equalities@midlothian.gov.uk)

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?

The mini service review will be carried out during 2018/19 with budget reduction in 2019/20. Figures for positive destinations for school leavers are reported on and published nationally.

6. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

The majority of young people accessing the services are from more deprived backgrounds and single parent families and will therefore be affected should there be any reduction in provision as a result of the review, although equally they would benefit from any enhancement. As many of the young people receive a training allowance or EMA a reduction in provision will have a financial impact. In addition the services support a high proportion of care experienced young people generally and those returning from residential care in particular.

It is likely through the mini service review that the staffing resource will be reduced overall. At this stage it is difficult to state categorically whether fewer young people will receive a service as this will be dependent on the design of the new integrated services. However staff to young people ratios are in place and best practice drives how many young people one adult can work with at one time so a reduction in staff will most likely result in fewer places. The ratio also varies depending on the risk involved with the activity being undertaken, such as during outdoor trips, and the young person's individual needs and behaviours.

A full integrated impact assessment should be carried out of the proposed changes when more detailed proposals are developed, considering the services affected, any disproportionate representation of certain groups within the current users of the services (such as gender reassignment, race, care experienced etc.) and any mitigating factors that could be put in place such as alternative methods of delivery that could enhance the provision or alternative providers or support.