Midlothian

Midlothian Council

Integrated Impact Assessment of Budget Proposals

Name of Budget Saving	Review Teaching Staffing Establishment (2)
Department and service area	Education
Completion Date	12/12/2017
Lead officer	Grace Vickers

Aims and Objectives

To employ fewer teachers whilst still maintaining staffing levels required to operate our schools, this will impact on our pupil: teacher ratio.

1. Does the proposed budget saving affect people? Yes ☐ No ☒

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

On reviewing our current pupil roll and teacher numbers it is estimated we could reduce the number of teachers we employ by 14 FTE at a cost of £40,000 each.

As our pupil numbers and therefore the number of teachers we employ is growing, we can do this in future years without reducing the number of teachers we employ i.e. the teacher reduction is relative to the number pupils.

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			
Disability			
Gender Reassignment			
Marriage & Civil Partnership			
Pregnancy and maternity			
Race			
Religion or Belief			
Sex			
Sexual Orientation			

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

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

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

Continue to monitor staffing levels throughout the year to ensure sufficient allocations have been made. The budget is reviewed annually.

6. Please use the space below to detail any other matters arising from the Integrated Impact Assessment process.