



Integrated Impact Assessment of Budget Proposals

Name of Budget Saving	Charge Schools for Instrumental Tuition for SQA courses.
Department and service area	Education
Completion Date	31/01/2018
Lead officer	Grace Vickers

Aims and Objectives

The proposal is to recharge secondary schools for the staff costs associated with providing instrumental tuition to pupils undertaking SQA courses which equates to 6.3 FTE teachers and will deliver a budget reduction of £290,889.

1. Does the proposed budget saving affect people?

Yes

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No

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

The salary budget for music tuition is £635,036 and includes 12.75 FTE music instructors, approximately 6 FTE provide secondary school pupils undertaking SQA courses with instrumental tuition. The proposal is to recharge the schools for the staff costs associated with delivering SQA courses which equates to 6.3 FTE teachers and will deliver a budget reduction of £290,889.

This will have an impact on budgets and resources devolved to secondary schools. A consequent risk is that schools may employ their own staff to deliver the instrumental element of SQA courses which could result in a reduction in the number of music instructors required in the service.

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			This change may affect teachers who are music instructors.
Disability			The change will apply irrespective of disability.
Gender Reassignment			The change will apply irrespective of gender reassignment.
Marriage & Civil Partnership			No disproportionate affect identified.
Pregnancy and maternity			No disproportionate affect identified.
Race			The change will apply irrespective of race.
Religion or Belief			The change will apply irrespective of religion or belief.
Sex			The change will apply irrespective of gender.
Sexual Orientation			The change will apply irrespective of sexual orientation.

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

The proposed budget saving, if adopted, will be communicated to schools by the Head of Service or their representative. The music instructors will be informed of the change and the potential impact on them by their line manager and appropriate HR policies would be followed with any staff affected.

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?

The budgets of the secondary schools and the music tuition service will be monitored quarterly. The budget will be reviewed in a year.

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