



Equality Impact Assessment (EqIA) of Budget Proposals

2016

Name of Budget Saving	Reduce budgets Devolved to School Management (DSM)
Department and service area	Education
Completion Date	10/10/16
Lead officer	Grace Vickers

Aims and Objectives

Undertake a full review of the scheme of Devolved School Management (DSM) with a view to finding savings of approximately £250,000.

1. Does the proposed budget saving affect people?

Yes ☒

No ☐

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

Schools could deliver this saving by making further reductions in administrative and support staff. The total budget for local government workers in schools excluding childcare workers and learning assistants is just under £5 million. A reduction of £250,000 is 5% which would come on top of the reduction of £550,000 in local government workers delivered in 2014/15.

To deliver this saving, school staff contracts would need to be renegotiated e.g. the working hours of a staff member currently working 25 hours per week would be reduced to 20 hours per week with proportionate compensation for loss of earnings.

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		<p>If delivered through efficiency savings, the proposal will have minimal impact upon pupils.</p> <p>If teachers are required to undertake additional tasks during non-teaching time this could reduce the time available to carry out other tasks such as lesson planning and marking, with a potential negative impact upon pupils.</p>	
Disability			No disproportionate affect identified.
Gender Reassignment			No disproportionate affect identified.
Marriage & Civil Partnership			No disproportionate affect identified.
Pregnancy and maternity			No disproportionate affect identified.

Race			No disproportionate affect identified.
Religion or Belief			No disproportionate affect identified.
Sex		Reductions in contracted hours and therefore pay, and the reduction in support for teachers, are likely to have a greater impact upon female rather than male staff.	<p>It is likely that the administrative and support staff are predominantly female but no data is available at this time.</p> <p>Primary school teachers are predominantly female – 89% in Midlothian in 2015. In secondary it is 65%.</p> <p>HT/DHT however are 88% female at primary and only 49% at secondary.</p>
Sexual Orientation			No disproportionate affect identified.

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

Any alterations to staff, conditions or terms would follow HR policies and guidance.

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

Schools budgets are continuously monitored and audited annually.

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

A reduction in administrative and support budgets for schools, unless accompanied by process efficiencies, could lead to teachers having to perform more non teaching duties in their non class contact time. This would leave less time for tasks such as lesson preparation and marking, potentially affecting outcomes for pupils.

As teachers are predominantly female, this is likely to have a greater impact upon female rather than male staff.

Please send an electronic copy of completed forms to lesley.crozier@midlothian.gov.uk