



Equality Impact Assessment (EqIA) of Budget Proposals

2016

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| Name of Budget Saving | Review of inclusion policy |
| Department and service area | Education |
| Completion Date | 10/10/16 |
| Lead officer | Grace Vickers |

Aims and Objectives

Undertake a review of Inclusion with the aim of improving the service and outcomes for pupils with additional support needs attending school in Midlothian, with a consequent reduction in the burden on the Multi Agency Review Group (MARG) budget.

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?

One less pupil on placement outwith Midlothian would save approximately £120,000 per annum. The current budget of the Inclusion Service is £1.9 million and it is proposed to set a savings target of £100,000 for the review of Inclusion.

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 | A review of Inclusion with a view to achieve efficiencies and to identify opportunities to shift further towards prevention and early intervention has the potential to both improve outcomes for children and their families, and result in long-term savings for the Council and other public services. | There is the potential for negative impact upon children if the review leads to reduction in services without enhancement of preventative and early intervention arrangements. | The inclusion review will affect children with a disability, 2.5% of the pupil population in Midlothian. |
| Disability | | | See discussion at age above. |
| Gender Reassignment | | | No disproportionate affect identified. |
| Marriage & Civil Partnership | | | N/a |
| Pregnancy and maternity | | | N/a |
| Race | | | No disproportionate affect identified. |
| Religion or Belief | | | No disproportionate affect identified. |

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|--------------------|--|--|--|
| Sex | | | No disproportionate affect identified. |
| Sexual Orientation | | | No disproportionate affect identified. |

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

The review needs to take place and identify proposals for savings before communication can take place. On completion of the review communications will be in all required formats.

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

Expenditure against budget is subject to ongoing monitoring.

The impact upon referrals to MARG and its budget are also subject to ongoing monitoring.

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

The proposed reduction will need to be carefully balanced to meet the needs of GIRFEC, the Equalities Act and the new Education Act.

2.5% of the overall pupil population of Midlothian have been assessed as disabled: 1.7% of pupils at mainstream primary schools; 1.4% at mainstream secondary schools and the rest attending Saltersgate special school (112 at the time of the 2015 school census).

Shifting services towards prevention and early intervention has been shown to result in both improved outcomes for children and their families and in long-term savings for the Council and other public services. Prevention and early intervention is very much in line with the principles of Getting it Right for Every Child (GIRFEC) and the other provisions of the Children and Young People (Scotland) Act 2014.

A carefully considered review of Inclusion has the potential to achieve both these outcomes.

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