

EDU - 05

The early conclusion of the temporary Principal Teacher of Wellbeing Post will have a minimal impact on service delivery as the main outcome of the post has been met.

Principal teacher of wellbeing post which has been developing the work from an education perspective to enable the delivery of the single point of access for accessing support for neurodivergent children young people and their families. This temporary post will have delivered on this work and will come to an end in July 2026. Part saving in 2026-27 and full saving from 2027-28. As a result, the service can offer up an equivalent of 0.8FTE Principal Teacher Post for savings.

How does your proposal align with strategy?

Education Service Strategic Priority 2.1: We will support improvement in children and young people's health and wellbeing through the use of targeted approaches and understanding of learning and learners to enhance experiences in different contexts, which will support attainment and achievement across the four capacities.

Lead and Appropriate Officers

Lead Officer	Job Title	Community Services
Rosie Mackay	Education Manager	Education

Who will deliver the proposal

Signed Off By	Date
---------------	------

Evidence

Data – The establishment of this post was to develop the single point of access and establish a team of area Family Liaison officers. The Single Point of Access has not been established with referrals operating via an online referral system. The team of Family Liaison Officers have been recruited and trained. The re-alignment of their post within the Inclusion and Equality team mean that this designated post is no longer required. This is not a post that is standard in other local authorities. It was established to develop a particular piece of work that has now concluded.

Other information – This may include reference to reports by other people/organisations relevant to the impacts you identify.

The establishment of the Single Point of Access is evidenced by the now live website: [Single Point of Access for Neurodevelopmental Assessment - Privacy Statement | Argyll and Bute Council](#)

Consultation – What consultation/engagement have you carried out to inform the IIA?

Consultation with the post holder is on-going.

Gaps in Evidence – Are there any gaps in evidence?

Knock on Effects

Knock-n effect – will your proposal have knock-on effects?

No. The post concluded in October and has not been re-advertised. This has had no knock-on impact.

Knock on Effects Details

Monitoring

How will you monitor the impacts of your proposal as it progresses?

Fairer Scotland Duty

Impact on service users

Mainland Rural Population	Island Population	Low Income	Low Wealth	Material Deprivation
Negative	Negative	Negative	Negative	Negative
No impact x	No impact x	No impact x	No impact x	No impact x
Positive	Positive	Positive	Positive	Positive
Don't know	Don't know	Don't know	Don't know	Don't know
Area Deprivation	Socio-Economic Background	Communities of Place	Communities of Interest	
Negative	Negative	Negative	Negative	
No impact x	No impact x	No impact x	No impact x	
Positive	Positive	Positive	Positive	
Don't know	Don't know	Don't know	Don't know	

Impacts on service users details

The post allowed systems to be developed that would support service users. The systems have been established which will benefit service users through the use of the Single Point of Access and the team of Family Liaison Officers are in place, therefore this removal of the post will have no impact on the service users.

Don't knows identified

Impact on service deliverers

Mainland Rural Population	Island Population	Low Income	Low Wealth	Material Deprivation
Negative	Negative	Negative	Negative	Negative
No impact x	No impact x	No impact x	No impact x	No impact x
Positive	Positive	Positive	Positive	Positive
Don't know	Don't know	Don't know	Don't know	Don't know
Area Deprivation	Socio-Economic Background	Communities of Place	Communities of Interest	
Negative	Negative	Negative	Negative	Negative
No impact x	No impact x	No impact x	No impact x	No impact x

Positive	Positive	Positive	Positive	Positive
Don't know	Don't know	Don't know	Don't know	Don't know

Impacts on service deliverers details

The post allowed systems to be developed that would support service users. The systems have been established which will benefit service users through the use of the Single Point of Access and the team of Family Liaison Officers are in place, therefore this removal of the post will have no impact on the services delivered.

Due regard

No Impact Justification (To be completed if the screening has shown you do not have to complete this impact assessment)

Consumer Duty

Does your proposal affect individuals, businesses or both?

On the basis of your assessment, what are the likely impacts of your proposal?

Choice	Fairness	Redress	Safety
Negative	Negative	Negative	Negative
No impact x	No impact x	No impact x	No impact x
Positive	Positive	Positive	Positive
Don't know	Don't know	Don't know	Don't know
Information	Access	Representation	
Negative	Negative	Negative	
No impact x	No impact x	No impact x	
Positive	Positive	Positive	
Don't know	Don't know	Don't know	

Describe the positive impacts you have identified

This post has no impact on individuals or businesses.

Describe the negative impacts you have identified

What alternatives have you considered which can improve outcomes for customers and/or reduce harm?

How have you reduced harm to consumers through the development of your proposal?

If you have not been able to reduce harm to your consumers, why not?

No Impact Justification (To be completed if the screening has shown you do not have to complete this impact assessment)

Children’s Rights and Wellbeing

Direct and indirect impacts on children and young people

Are there any aspects to your proposal which directly impact on children?

Yes

Are there any aspects to your proposal which indirectly impact on children?

Yes

Describe which groups of children and young people are affected by your proposal.

This post was established to improve access for children and families to neurodivergent an support pathways. As this work has been developed, the work undertaken should have a positive impact on children and young people but now exists without the requirement of the post.

How are these groups you have identified affected by your proposal.

Children’s rights

Article 2: (non-discrimination)	Article 3: (best interest of the child)
Negative	Negative
No impact x	No impact x
Positive	Positive
Don’t know	Don’t know
Article 6: (life, survival and development)	Article 12: (repect for the views of the child)
Negative	Negative
No impact x	No impact x
Positive	Positive
Don’t know	Don’t know

Have you identified any other articles as being relevant to your proposal?

No

What articles are relevant to your proposal? (This, along with the following five questions, appears if you answer ‘yes’ to having identified other articles as being relevant.)

If you have identified any positive impacts, describe what these are?

N/A

If you have identified any negative impacts, describe what these are?

N/A

What options have you considered to reduce negative impacts?

There are no negative impacts as the work undertaken has been concluded.

If you cannot implement measures to mitigate impact why not?

If you have identified relevant articles for which you don't know what the likely impact will be, how will you monitor impact as your proposal progresses?

Children’s wellbeing

For each wellbeing indicator, review whether your proposal will result in an improvement to children’s wellbeing or not. (More information about the indicators is given in the guidance.)

Safe	Healthy	Achieving	Nurtured
Negative	Negative	Negative	Negative
No impact x	No impact x	No impact x	No impact x
Positive	Positive	Positive	Positive
Don’t know	Don’t know	Don’t know	Don’t know
Active	Respected	Responsible	Included
Negative	Negative	Negative	Negative
No impact x	No impact x	No impact x	No impact x
Positive	Positive	Positive	Positive
Don’t know	Don’t know	Don’t know	Don’t know

For the indicators where you believe your proposal will result in reduced children’s wellbeing, explain what these reductions will be.

For the indicators where you believe your proposal will result in improved children's wellbeing, explain what these improvements will be.

If you have identified any indicators as being relevant to your proposal, but you do not know what the impacts will be, explain how you will monitor impact as your proposal progresses.

No Impact Justification (To be completed if the screening has shown you do not have to complete this impact assessment)

The work that has been undertaken in relation to this post is intended to have a positive impact on children and young people's wellbeing but it is the establishment of the Single Point of Access that will deliver this. There will be no change to delivery of the Single Point of Access under this proposal, we are just bringing the development work to an end as it has concluded.

Island Communities

How many islands does your proposal affect?
All

Which islands are affected by your proposal?

All Argyll & Bute Islands

Does your proposal impact on island communities...?

Demography	Economy	Society
Negative	Negative	Negative
No impact x	No impact x	No impact x
Positive	Positive	Positive
Don't know	Don't know	Don't know

Describe any positive impacts you have identified.

Online access to the Single Point of Access has ensured equity of access across all communities. Now that this is established, there is no negative impact to the discontinuation of the post.

Describe any negative impacts you have identified.

N/A

If you do not know what the impacts will be, you should reflect this in your monitoring arrangements for the proposal.

N/A

Describe how your proposal affects the islands communities you have identified differently from other communities including other islands communities and mainland areas.

There is no difference to how the conclusion of this post will impact on island communities compared to mainland.

How will you ensure your proposal delivers equivalent levels of service to the islands communities you have identified compared to other areas, including mainland areas? (In your answer you should include descriptions of:

- alternatives you have considered to improve or mitigate the impacts identified,

- **how you have reduced negative impacts on islands communities, and**
- **how your mitigations will vary between communities, if relevant).**

The Single Point of Access is referred to using an online system, this has improved accessibility for island communities. The outcome has been achieved.

If you have not been able to mitigate impacts, why not?

No Impact Justification (To be completed if the screening has shown you do not have to complete this impact assessment)

Equality impact

Equality impact on service users

Disability	Race	Marriage and civil partnership	Religion or belief	Sex
Negative	Negative	Negative	Negative	Negative
No impact x	No impact x	No impact x	No impact x	No impact x
Positive	Positive	Positive	Positive	Positive
Don't know	Don't know	Don't know	Don't know	Don't know
Pregnancy and maternity	Age	Sexual orientation	Gender reassignment	
Negative	Negative	Negative	Negative	
No impact x	No impact x	No impact x	No impact x	
Positive	Positive	Positive	Positive	
Don't know	Don't know	Don't know	Don't know	

Impact identified

Don't knows identified

Equality impact on service deliverers

Disability	Race	Marriage and civil partnership	Religion or belief	Sex
Negative	Negative	Negative	Negative	Negative
No impact x	No impact x	No impact x	No impact x	No impact x
Positive	Positive	Positive	Positive	Positive
Don't know	Don't know	Don't know	Don't know	Don't know
Pregnancy and maternity	Age	Sexual orientation	Gender reassignment	
Negative	Negative	Negative	Negative	
No impact x	No impact x	No impact x	No impact x	
Positive	Positive	Positive	Positive	
Don't know	Don't know	Don't know	Don't know	

Impact on service deliverers

Don't knows identified

Due regard

No Impact Justification (To be completed if the screening has shown you do not have to complete this impact assessment)

There will be no impact on service deliverers as the outcome of this work has been achieved. Now that a clear system is in place for referrals to the Single Point of Access and a structure has been established, this work has concluded with positive outcomes for service deliverers.