

**EDU 03 – Early Years Lead posts**

**Remove 2 early years lead posts, which are currently vacant**

This proposal is the removal of 2 Early Years Lead posts within the central team which are currently vacant.

Although beneficial, these posts are not currently essential due to dropping ELC roles in some areas.

Outcome 3 - Education, skills and training maximises opportunities for all  
Outcome 4 - In Argyll and Bute children and young people have the best possible start

**Lead and Appropriate Officers**

<b>Tina Sartain</b>	<b>Job Title Education Manager</b>	<b>Community Services Education</b>
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**Who will deliver the proposal**

<b>Signed Off By</b>	<b>Date</b>
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## Evidence

**Data – these 2 posts have been vacant for a number of months and are not currently essential, due to falling ELC roles in some areas.**

**Other information – Risks here, if the proposal is accepted, would be if roles increase, the capacity of the central team to support all settings will be diminished.**

**Consultation –**

**Consultation with relevant stakeholders within the sector is ongoing.**

**Gaps in Evidence – N/a**

## Knock on Effects

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

The knock on effect would be current ELC leads covering more settings

**Knock on Effects Details**

**This could diminish the capacity of central team to support settings effectively.**

## Monitoring

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

**Impact will be monitored through Quality assurance processes and % children achieving developmental milestones.**

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

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
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

**Impact could be increased workload on existing leads if roles/number of settings increase**

**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?

Businesses only

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

<b>Choice</b>	<b>Fairness</b>	<b>Redress</b>	<b>Safety</b>
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
<b>Information</b>	<b>Access</b>	<b>Representation</b>	
Negative	Negative	Negative	
No impact X	No impactX	No impact X	
Positive	Positive	Positive	
Don't know	Don't know	Don't know	

Describe the positive impacts you have identified

n/a

Describe the negative impacts you have identified

n/a

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

n/a

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

The proposal does not impact currently as the posts are vacant

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

n/a

**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?

No

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

No

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

n/a

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

n/a

Children’s rights

<b>Article 2: (non-discrimination)</b>	<b>Article 3: (best interest of the child)</b>
Negative	Negative
No impact X	No impact X
Positive	Positive
Don’t know	Don’t know
<b>Article 6: (life, survival and development)</b>	<b>Article 12: (respect for the views of the child)</b>
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? (n/a)

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

n/a

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

Potentially negative aspects are if roles increase, settings cannot be effectively supported to improve quality without these posts.

What options have you considered to reduce negative impacts?

Ensure access from central team is facilitated if necessary and based upon qualification and capacity of ELC staff

If you cannot implement measures to mitigate impact why not?

N/A

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?

n/a

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.)

<b>Safe</b>	<b>Healthy</b>	<b>Achieving</b>	<b>Nurtured</b>
Negative	Negative	Negative	Negative
No impact X	No impact X	No impact	No impact X
Positive	Positive	Positive	Positive
Don’t know	Don’t know	Don’t know X	Don’t know
<b>Active</b>	<b>Respected</b>	<b>Responsible</b>	<b>Included</b>
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.**

n/a

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

n/a

**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.**

n/a

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

Island Communities

How many islands does your proposal affect?  
One  
Some X  
All

Which islands are affected by your proposal?  
No islands currently, as posts are vacant but potentially all or so dependant upon location of posts.

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. n/a

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.  
  
As the posts are vacant, no island communities are currently affected.  
  
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).

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

<b>Disability</b>	<b>Race</b>	<b>Marriage and civil partnership</b>	<b>Religion or belief</b>	<b>Sex</b>
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
<b>Pregnancy and maternity</b>	<b>Age</b>	<b>Sexual orientation</b>	<b>Gender reassignment</b>	
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

<b>Disability</b>	<b>Race</b>	<b>Marriage and civil partnership</b>	<b>Religion or belief</b>	<b>Sex</b>
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
<b>Pregnancy and maternity</b>	<b>Age</b>	<b>Sexual orientation</b>	<b>Gender reassignment</b>	
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)

