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1: Policy or function details

Name of policy or function	Service Choices, Psychology Services EDUCO12a, EDUCO12b
Lead officer/person	Roslyn Redpath, Principal Educational Psychologist
Supporting team (names/job titles)	Ann Marie Knowles, Head of Service Eilidh Petro, Principal Accountant Susan Tyre, School Services Support Manager

What are the main aims of the policy?

Plan and Service Plans)

The main aim of the Psychology Services package is to meet the savings which are required to be made as part of Service Choices (Education Services Base Budget Service Choices Stage 2 Options review templates)

Proposed target savings are required to be achieved between 2016 and 2021. With first year savings in 2016/2017 of £105K, with a further saving of £6K in 2017/2018 (a cumulative saving of £111K) a reduction of 0.6 FTE posts.

Savings proposals:

EDUCO12a Ë reduce Educational Psychology Service by 7% .

EDUCO12btive saving of

Is the policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	This Service Choices package function is not intended to increase equality of opportunity.
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2: What are the likely impacts of the policy?

For each protected characteristic you should identify any particular impact that the policy may have for the group. Impacts could be positive or negative and both should be described.

If there are no impacts on a particular protected characteristic then state your reasons for this within the response box. This demonstrates that you have considered the impact on each characteristic.

Protected characteristic	Positive and/or negative impacts
Race: relating to people from different racial groups, ethnic or national origins, ethnic minorities,	

3: Evidence used in developing the policy

Set out the evidence on impacts that you have collected in the development of the policy.

<p>Involvement and consultation</p> <p>In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who was involved, when and how?</p>	<p>Planned discussions were held with members of the Education Psychology Service to inform them of the requirements of Service Choices and provide an opportunity to discuss, contribute ideas to the proposed savings proposals.</p> <p>Public consultation was carried out on all the Service Choices options. 57% disagreed or strongly disagreed with the reduction in Psychology services savings option, whilst 28% strongly agreed or agreed.</p> <p>27% disagreed or strongly disagreed with the reduced budget for outside schools, whilst 50% agreed or strongly agreed with the proposed saving.</p> <p>Consultation with the affected staff, Trade Unions and HR have taken place on several occasions between October 2015 and January 2016 to consider all options for those affected by the Service Choices package.</p>
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Data and research

Please specify what research was carried out or data collected, when and how this was done, **and what other available research or data did you use?**

As a core part of the Service Choices process Services were required to complete

3	Action plan prepared to manage changeover from existing to new arrangements	Roslyn Redpath	May-June 2016
4	Affected staff will be consulted with on a one to one basis	Line managers/Head teachers	March-May 2016

Note: Please add extra rows as required.

5: Performance monitoring and reporting

Please describe how the policy will be taken forward. This will act as a record for future reviews and the monitoring of the policy.

When is the policy intended to come into effect? Pron2-2(a)-3(nd re)-4(port)4(ing)]TJn nce

Foster good relations

State how the policy will affect good relations

The proposal will not specifically foster good relations, but there are identified mitigating actions for the impacts that have been highlighted.

When completed, the assessment must be signed off by the lead officer and by the relevant Head of Service.

Signed:
Lead Officer



Date: 2/2/2016

Signed:
Head of Service



Date: 2/2/2016

Completed assessments must be sent to: equality@argyll-bute.gov.uk or Stephen Colligan, Improvement and Organisational Development, for quality control,