

Equality Impact Assessment- Stage 2 Template

Table 1: Defining the Policy

Title of Policy:	Learning Assistants
Service:	Education
Team:	Inclusion
<p>What is the purpose of the proposed policy or changes to established policy?</p> <p>The Education Service employs a range of support staff that are deployed to schools. The staff carry-out particular non-teaching functions in schools. They contribute to raising attainment and help in general supervision and care of pupils. They support children and young people including those with Additional Support Needs (ASN).</p> <p>The proposal is to reduce the level of LA support by 17% and reallocate the reduced hours to those young people most significantly affected by their ASN.</p>	
<p>Who is affected by the policy or who is intended to benefit from the proposed policy and how?</p> <p>A 17% reduction would result in reduction of approximately 22 full time equivalent staff (623 hours) overall.</p> <p>There are 1436 children and young people with additional support needs: Primary 772; Secondary 605 and 59 in early years settings. There are currently 204 looked after children and young people.</p> <p><u>Allocation of Additional Support Needs (ASN) LA Hours</u></p> <p>In 2013/14, the allocation of (ASN) LA hours to schools and specialist provisions is 3666 hours.</p> <p>There are currently 43 children in Clackmannanshire's Primary Special schools and provisions; the needs of these children breakdown as follows:</p> <ul style="list-style-type: none"> • complex needs = 23; Autistic Spectrum Disorder = 4; SEBN =16 <p>There are currently 67 young people in Clackmannanshire's Secondary Special schools and provisions; the needs of these children breakdown as follows:</p> <ul style="list-style-type: none"> • complex needs = 26; Autistic Spectrum Disorder = 6; SEBN =35 • 942 (ASN) LA hours are allocated to support these children. • 263 hours are allocated through an exceptional allocation process for children with exceptional needs in mainstream primary school 	

- Remaining 2461 hours are allocated to mainstream schools:

How have you, or will you, put the policy into practice? Who will be responsible for delivering it?

The proposal to reduce from 3666 hours by 623 to 3043 has the potential to impact negatively on children and young people of with an additional support need, some of whom will have a disability.

If the 17%reduction was implemented this would equate to a reduction of approximately 22 full time equivalent staff overall:

The Education Service would work along side HR to identify staff with temporary contracts and those planning to retire or reduce hours.

Table 2

In the Stage 1 Screening you identified that the policy will impact on one or more of the protected characteristics.

What information do you have that tell you how this policy might have an impact.
Key Questions:

- Will the impact of the proposes policy/function be the same or different for each group identified.
- Is there any indication or evidence of higher or lower participation or uptake of services by different groups?
- Are there any groups of people who are not taking up services?

Protected Characteristic	What Evidence do you have and Consultation has been undertaken
Disability	<p>The Education (Additional Support for Learning) (Scotland) Act 2004 as amended, confers various functions and imposes duties on education authorities in connection with the provision of school education for children and young people with additional support needs belonging to their area. These duties are broad and varied and relate to the provision of support to those children and young people who are deemed to have additional support needs.</p> <p>Within Education (Additional Support for Learning) (Scotland) Act 2004 as amended, the term 'additional support needs' is broad and inclusive, and applies to children or young people who, for whatever reason, require additional support, long or short term, in order to help them make the most of their school education and to be included fully in their learning.</p> <p>In Clackmannanshire, the Education Service demonstrates its compliance with its duties under the Education (Additional Support for Learning) (Scotland) Act 2004 through a range of means and through the provision of a range of specialist services.</p> <p>The provision of learning assistants to schools in a key means by which the Education Service secures its duties to meet the needs of</p>

	children and young people under the Act. This option relates to Additional Support Needs Support Staff.
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Table 3: What is the impact on the protected characteristics identified?(see Step 3 of guidelines)

Protected Characteristic	Impact (H,M,L or U)*	Description of Impact
Disability	Medium	The proposal has the potential to impact on children and young people with a disability as it relates to them directly. Under the proposal, the allocation of LA hours will be reduced; thereby, reducing the amount of support to those children with additional support needs. It is worth noting here that not all children and young people who have an additional support need will have a disability. Almost all children and young people supported from the allocation of the exceptional resource needs (ERN) hours will have additional support needs arising from a disability.

Table 4: Does the policy need to be changed?(see step 4 of Guidelines)

Are there any changes?		
Protected Characteristic		Description
Disability	No	Education service will mitigate against negative impact to this group through review of allocation process and prioritising this group.

Approved by:

Name (Head of Service)	
Date	11.02.14