

# Integrated Impact Assessment Screening

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## About proposal

**What does this proposal relate to?** Learning and development toolkit

**Proposal name:** Leadership and Management Toolkit

**High level summary of the proposal:** A suite of training, coaching, mentoring and associated development and assessment tools for leaders and managers.

**Who may be affected by the proposal?** Senior managers, Chief Officers and ACEs in Highland Council

**Start date of proposal:** 2025-04-01

**End date of proposal:** 2028-04-01

**Does this proposal result in a change or impact to one or more Council service?** No

**Does this relate to an existing proposal?** No

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## Equalities, poverty, and human rights

### Protected characteristics

Select what impact the proposal will have on the following protected characteristics:

**Sex:** No impact

**Age:** No impact

**Disability:** No impact

**Religion or belief:** No impact

**Race:** No impact

**Sexual orientation:** No impact

**Gender reassignment:** No impact

**Pregnancy and maternity:** No impact

**Marriage and civil partnership:** No impact

**Protected characteristics impact details:** The toolkit is available to all leaders and managers regardless of protected characteristics.

## Poverty and socio-economic

What impact is the proposal likely to have on the following?

**Prospects and opportunities:** No impact

**Places:** No impact

**Financial:** No impact

**Poverty and socio-economic impact details:** No impact as the toolkit is for internal use and will not directly impact Council services.

## Human rights

**Which of the below human rights will be affected by this proposal?** No human rights will be affected

**What impact do you consider this proposal to have on the human rights of people?** No impact

**Human rights impact details:** The toolkit aims to enhance leadership skills and working culture but has no direct impact on services.

## Equalities, poverty and human rights screening assessment

**What impact do you think there will be to equalities, poverty and human rights?** No impact

**Is a Full Impact Assessment required?** No

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## Children's rights and wellbeing

**What likely impact will the proposal have on children and young people?** No impact

**Which of the below children's rights will be affected by the proposal?** n/a

**Explain how the children's rights selected above will be affected:** No children's rights will be affected as the toolkit is for internal use by staff and has no direct impact on services.

## Children's rights and wellbeing screening assessment

**What impact do you think there will be to children's rights and wellbeing?** No impact

**Is a Full Impact Assessment required?** No

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## Data protection

**Will your proposal involve processing personal data?** Yes

**Is any of this data already processed by the Highland Council?** No

**What purpose will the data be used for?** Personal development, reflection and review

## **Data protection screening assessment**

**What change will there be to the way personal data is processed?** New data will be processed

**Is a Full Impact Assessment required?** Yes

**Comments to responsible manager (optional):** Although initial screening suggested a full impact assessment was needed for data protection, having consulted with Highland Council's Information Governance Manager it is covered under existing privacy statements and a full impact assessment is not necessary.

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## **Island and mainland rural communities**

**Does your proposal impact island and mainland rural communities?** No

## **Island and mainland rural communities screening assessment**

**What impact do you think there will be to island and mainland rural communities?** No difference

**Is a Full Impact Assessment required?** No

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## **Climate change**

**Does the proposal involve activities that could impact on greenhouse gas emissions (CO2e)?** No

**Does the proposal have the potential to affect the environment, wildlife or biodiversity?** No

**Does the proposal have the potential to influence resilience to extreme weather or changing climate?** No

**Provide information regarding your selection above:**

## **Climate change screening assessment**

**Have you identified potential impact for any of the areas above or marked any as not known?** No

**Is a Full Impact Assessment required?** No