

Integrated Impact Assessment Screening

About proposal

What does this proposal relate to? Budget savings proposal

Proposal name: INV/13: Strengthening Our Leadership and Management

High level summary of the proposal: Delivering on the My Future Highland Programme: As part of the work to build a resilient and sustainable council, we said we would grow and retain our own talent within the Council.

Who may be affected by the proposal? Greater confidence in Council services, in particular education services. The Council will have greater capacity to transform council services locally.

Start date of proposal: 01/04/2025

End date of proposal: 31/03/2028

Does this proposal result in a change or impact to one or more Council service? Yes

Which Council services will be impacted by this proposal? Corporate, People, Place

Does this relate to an existing proposal? No

Equalities, poverty, and human rights

Protected characteristics

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

Sex: Positive

Age: Positive

Disability: Positive

Religion or belief: Positive

Race: Positive

Sexual orientation: Positive

Gender reassignment: Positive

Pregnancy and maternity: Positive

Marriage and civil partnership: Positive

Protected characteristics impact details: This proposal is seeking to, across the organisation, strengthen leadership and management capacity and progression and create pathways for staff to grow as leaders of the future.

Greater confidence in Council services, in particular education services. The Council will have greater capacity to transform council services locally.

Poverty and socio-economic

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

Prospects and opportunities: Positive

Places: Positive

Financial: Positive

Poverty and socio-economic impact details:

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: There is no anticipated impact on human rights as a result of this

proposal.

Equalities, poverty and human rights screening assessment

What impact do you think there will be to equalities, poverty and human rights? Positive impact

Is a Full Impact Assessment required? No

Children's rights and wellbeing

What likely impact will the proposal have on children and young people? There is potential an indirect positive impact for children and young people as a result of this proposal.

For education services we will create improved career pathways and improved attainment.

Greater confidence in Council services, in particular education services. The Council will have greater capacity to transform council services locally.

Which of the below children's rights will be affected by the proposal? You are working in the best interests of the child (Article 3)

Explain how the children's rights selected above will be affected: There is potential an indirect positive impact for children and young people as a result of this proposal.

For education services we will create improved career pathways and improved attainment.

Greater confidence in Council services, in particular education services. The Council will have greater capacity to transform council services locally.

Children's rights and wellbeing screening assessment

What impact do you think there will be to children's rights and wellbeing? Positive impact

Is a Full Impact Assessment required? No

Data protection

Will your proposal involve processing personal data? Yes

Is any of this data already processed by the Highland Council? Yes

What is the purpose of the personal data being processed? As part of this proposal 11 new posts will be created, and there will be opportunities for progression within Education, which will require recruitment and selection processes.

Is there an up-to-date privacy notice available on the Highland Council website? Yes

Data protection screening assessment

What change will there be to the way personal data is processed?No significant change to current processing

Is a Full Impact Assessment required?No

Island and mainland rural communities

Does your proposal impact island and mainland rural communities?Yes

Could people in island and mainland rural communities be affected differently?Yes

How could the impact differ? Greater confidence in Council services, in particular education services. The Council will have greater capacity to transform council services locally.

Have any negative impacts been identified?No

Island and mainland rural communities screening assessment

What impact do you think there will be to island and mainland rural communities?
Significant differences

Is a Full Impact Assessment required?Yes

Climate change

Does the proposal involve activities that could impact on greenhouse gas emissions (CO₂e)? Yes

Does the proposal have the potential to affect the environment, wildlife or biodiversity? Yes

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

Provide information regarding your selection above: The Council will have greater capacity to transform council services locally, which has the potential to positively impact the above.

Climate change screening assessment

Have you identified potential impact for any of the areas above or marked any as not known? Yes

Is a Full Impact Assessment required?No

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Start date of proposal: 01/04/2025

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Does this proposal result in a change or impact to one or more Council service? Yes

Which Council services are impacted by this proposal? Corporate, People, Place

Does this relate to an existing proposal? No

Evidence and consultation

What sources have you used to gather information relating to this proposal? National or local data

Are there any gaps or missing information in the available sources selected above? No

Have any stakeholders been involved in the development of the proposal?No

Provide justification for stakeholders not being engaged: This is a budget proposal. Engagement would be undertaken should the proposal be approved at the Council meeting on 6th March 2025.

In addition to involving stakeholders, have there been any other formal consultations?No

Will there need to be any further formal consultation undertaken prior to proposal implementation? Yes

How will you carry out these additional formal consultations and in what timescales?This is a budget proposal. Engagement would be undertaken should the proposal be approved at the Council meeting on 6th March 2025.

Island and mainland rural communities

What are the impacts on island and mainland rural communities? As part of the proposal, there would be potential positive impacts in terms of accountability for local delivery of education services and for the communities through the implementation of the Council's Delivery Plan. Regular updates would be provided to the strategic committee in terms of monitoring implementation of the Delivery Plan.

Will the delivery of the proposal vary between impacted communities? Yes

Provide details of what the different delivery methods will be: The delivery of the proposal would be tailored to the needs of communities, and may result in variations.
