

INTEGRATED IMPACT ASSESSMENT COVERING

- **EQUALITIES & SOCIO ECONOMIC DUTIES**
- **HUMAN RIGHTS AND RIGHTS OF THE CHILD**

DATE	UPDATES/EXECUTIVE SUMMARY	VERSION DETAILS <i>Admin Use Only</i>
14/02/2024	Stage 1 reviewed in preparation for SFC 28/02/2024	10.0 14/02/2024 AMcL

STAGE 1 - DO I NEED AN INTEGRATED IMPACT ASSESSMENT?

Name of policy or proposal: A20-1a Learning Technologists –	
Is this a	Mark X below
New activity, programme or policy?	
Change to an existing activity, programme or policy?	
Budget proposal?	x

Duties: tick the boxes you think apply	No	Maybe	Yes
Equalities: Will your proposal have an impact on groups with protected characteristics? <i>Consider the impact of your proposal on people and how they access your services and information without barriers.</i>	x		
Socio-economic <i>Not every person/family has access to regular income or savings. Will your proposal have an adverse impact on them</i>		x	
Does your proposal impact on the human rights of people?	x		
Does your proposal impact on the rights of children and young people	x		

Reasoning

Briefly describe your reasoning for the responses given above:

There is one learning technologist post which is temporary so it will be this post which is removed. The post holder is a teacher and so is aware that contract will end at end of June 2024 which will give them time to get a teaching post or any other employment.

If you have answered “maybe” or “yes” to any of the Stage 1 questions above then proceed to complete the Stage 2 Integrated Impact Assessment questions below.

If you have answered “no” to the Stage 1 questions above then provide the details below and submit to [email]

Lead Officer for developing the contract	Vivienne Cross
Other people involved in the screening (this may be council staff, partners or others i.e. contractor or community)	
Date	09/10/23

STAGE 2: INTEGRATED IMPACT ASSESSMENT

Brief description of the affected service

1. Describe what the service does:
Provides support for schools in terms of software, Glow and any apps as well as supporting DP!A proposals.
2. Who are your main stakeholders?
Schools, school staff, data protection team
3. What changes as a result of the proposals? Is the service reduced or removed?
The service will be halved as there will be one post remaining.
4. How will this affect your customers?
The time to get support will take longer and it will have an impact on time to complete DPIAs for new pieces of software/apps.
5. Impact on staff providing the service
Will have to prioritise workload more.

6. Please indicate if these apply to any of the protected characteristics	
Protected groups	Potential impacts and considerations
Race	x
Disability	x
Carers (for elderly, disabled or minors)	x
Sex	x
Pregnancy and maternity (including breastfeeding)	x
Sexual orientation	x
Age (include children, young people, midlife and older people)	The postholder is a younger person and so the change is impacting on them
Religion, and or belief	x
Gender reassignment	x
Inequalities arising from socio-economic differences	Could have an impact on wages if the postholder is not able to secure another position However if they were to be successful in gaining a teaching post, there would be a positive impact as salary is greater than current salary. May also consider alternative employment.

Human rights

List of convention rights	Describe, where applicable, if and how specific rights are engaged
Article 5: Right to liberty and security	
Article 6: Right to a fair trial	
Article 8: Right to respect for private and family life, correspondence and the home	
<i>Article 10: Freedom of expression</i>	
<i>Article 11: Freedom of assembly and association</i>	
<i>Article 12: Right to marry</i>	
<i>Article 14: Prohibition of discrimination (in relation to the convention rights)</i>	
<i>Article 1 of Protocol 1: Protection of property</i>	
<i>Article 2 of Protocol 1: Right to education</i>	
<i>Article 3 of Protocol 1: Right to free elections by secret ballot</i>	

Children's Rights and Wellbeing

Relevant articles – UNCRC	
Article 2 – Non discrimination	
Article 12 – Respect of the views of the child	
Article 3.1 – Best interest of the child	Potential to affect outcomes for children if they are not supported to access particular software etc
Article 6.2 – Right to survival and development	

7. Evidence. What information have you used to make your assessment? (*add dates for updates/additional information*)

Performance data	
Internal consultation	
Consultation with affected groups	No consultation has taken place

Local statistics	Information held centrally re number of DPIAs processed and timescales
National statistics	
Other	

8. Evidence gaps (*add dates for updates/additional information*)

Do you need additional information in order to complete the information in the previous questions?

Consultation with service users will evidence the impact on those currently using the service

9. Mitigating action

Can the impact of the proposed policy/activity be mitigated? Please explain

There will still be one postholder and so service will be reduced with longer waiting times.

10. Justification (*add dates for updates/additional information*)

If nothing can be done to reduce the negative impact(s) but the proposed policy/activity must go ahead, what justification is there to continue with the change?

That there will be a service although reduced which is better than none at all.

SECTION 3 CONCLUDING THE IIA

Concluding the IIA

1. No potential negative impacts on any of the protected groups were found.	
2. Some potential negative impacts have been identified. The impacts relate to:	
Reducing discrimination, harassment, victimisation or other conduct prohibited under the Equality Act 2010	
Promoting equality of opportunity	x
Fostering good relations	
3. The proposals interfere with human rights and/or the rights of the child	x
4. Negative impacts can be mitigated the proposals as outlined in question 8	
5. The negative impacts cannot be fully mitigated but are justified as outlined in question 9.	
6. Further consultation with affected groups is needed.	
7. It is advised not to go ahead with the proposals.	

Decision *(add dates for updates/additional information)*

Set out the rationale for deciding whether or not to proceed with the proposed actions:

Date of Decision:

Sign off and authorisation:

Service	Education, Communities and Organisational Development
Department	Education
Policy/activity subject to IIA	Budget Proposal Learning Technologists
We have completed the integrated impact assessment for this policy/activity.	Name: Vivienne Cross Position: Head of Education Date: 9/10/23
Authorisation by head of service	Name: Vivienne Cross Position: Head of Education Date: 9/10/23
Permission to publish on website - Yes	
Please return this form to the Equal Opportunities Officer, Chief Executive's Office.	