

## SUMMARY SHEET SUMMARY OF IMPACT ASSESSMENT (IA)

Policy Education and Learning Workforce Plan 2024-2028

Date of process 25 January 2024

Lead service Education and Learning

Contact person for process

Sharon McLean - Recruitment and Retention Officer

### Names of those involved in process

Sharon McLean - Recruitment and Retention Officer  
Kenneth Pullen – Schools Manager

### Summary of IA

The Council is required to publish the findings and results of all IAs conducted. The publication should include a summary of the following:

<p><b>Research and data (section 3)</b> What was used to assess the impact of the policy and a summary of the findings? Who was involved and consulted during the assessment stage? What were the findings from the consultation and how was this information used to develop the policy?</p>	<p>1. Knowledge and experience of officers, Summary Statistics for Schools in Scotland 2023, Census Reports 2. Headteacher Strategy groups Challenges and strategies</p>
<p><b>Impact Assessment (section 4)</b> From the summary table at number 25 list the impacts.</p>	<p>Positive Impact(s) – 2 (Race and Economic &amp; Social Sustainability) No Impact(s) – 11 (Age, Disability, Sex, Gender reassignment and Transgender, Marriage and Civil Partnership, Pregnancy and Maternity, Religion or belief, Sexual orientation, Human Rights, Health &amp; Wellbeing &amp; Health Inequalities and Environmental Sustainability, Climate Change and Energy Management) Negative Impact(s) – 0</p>
<p><b>Monitoring and review (section 5)</b> How is the policy to be monitored - how often and by whom?</p>	<p>Monitoring of feedback and evolving organisational needs, annually by Recruitment and Retention Education Support Officer/ Schools' Manager.</p>

**Summary of actions arising from the Impact Assessment**

Transfer details from table at number 26

<b>Actions</b>	<b>Responsibility</b>	<b>Timescale</b>
N/A		