

## **MEDIUM-TERM FINANCIAL PLAN**

### **SAVING PROPOSAL ASSESSMENT**

**DIRECTORATE:** Education and Corporate Services  
**SERVICE AREA:** Education

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#### **1. GENERAL INFORMATION**

**SAVING PROPOSAL TITLE:** Specialist Resources / H&S

**BUDGET AREA:** Education – Additional Learning Needs – Specialist Resources

**TOTAL BUDGET FOR THIS AREA:** £71k

**% OF TOTAL BUDGET IN SAVINGS PROPOSAL:** 49%

**TOTAL SAVING:** £35k

**Please provide a brief description of how the saving will be achieved:**

A currently vacant post will be deleted from the structure and the responsibilities fulfilled in part from within an existing post allowing for necessary professional development. There is no recruitment position. Previous attempts to recruit have been unsuccessful. A current post holder is receiving appropriate training but elements of the post linked to skills outside of the post holder's remit will be sourced from colleagues in health as required. This proposal may impact on support from the occupational therapy service within Aneurin Bevan University Health Board in terms of provision of advice and guidance.

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#### **2. PUBLIC IMPACT ANALYSIS**

**PLEASE DESCRIBE HOW THE PROPOSED SAVING COULD IMPACT UPON THE PUBLIC:**

Consider the 5 ways of working, in particular, *long-term* implications for future generations and *preventative services*. Recognising that savings now may be needed to secure future provision, or may secure provision in another area.

**Long-term guidance:** Consider the importance of balancing short-term needs with the need to safeguard the ability to meet long-term needs.

The proposed solutions will ensure that service user needs continue to be met.

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**Prevention guidance:** Consider whether the proposed saving is affecting a preventative area that reduces future burdens and supports well-being.

This savings proposal links to support for Additional Learning Needs and links directly to equalities and reasonable adjustments. The proposal as outlined above offers an alternative solution.

**DOES THE PROPOSAL HAVE THE POTENTIAL TO IMPACT MORE GREATLY ON PEOPLE WITH PROTECTED CHARACTERISTICS?** (age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation)

\* Yes ☐ No ☒

However the proposed solutions will ensure that service user needs continue to be met. The deletion of the current vacant post will not impact directly on people with protected characteristics. The service will continue to be delivered from within an existing post allowing for necessary professional development. There is no recruitment position. Previous attempts to recruit have been unsuccessful. A current post holder is receiving appropriate training but elements of the post linked to skills outside of the post holder's remit will be sourced from colleagues in health as required.

**DOES THE PROPOSAL IMPACT ON PEOPLE WHO FACE SOCIO-ECONOMIC DISADVANTAGE?** (low income/income poverty, low wealth/or no wealth, material deprivation, area deprivation, socio-economic background, cumulative impact – information on [Policy Portal](#))

\* Yes ☐ No ☒

**DOES THE PROPOSAL HAVE AN IMPACT ON THE WELSH LANGUAGE?** (opportunities to use the language, promote the language and/or treating the Welsh language less favourably than the English language)

\* Yes ☐ No ☒

**NB \*** If **YES** to any of the above, please complete an [Integrated Impact Assessment](#) (IIA). For further advice and guidance please see the [Policy Portal](#). A Saving Proposal Template or an IIA, if relevant, must be submitted to be included as hyperlinks to all decision reports related to the proposed savings. IIAs are not required for nil impact proposals.

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**PLEASE DETAIL ANY CONSULTATION THAT HAS BEEN UNDERTAKEN IN CONSIDERING THIS PROPOSAL.** Summarise any feedback received.

Consider the 5 ways of working, in particular, *involvement*.

**Involvement:** Consider whether you have involved people who have an interest in the service area, including service users and potential service users.

- Consultation has been undertaken with colleagues in health.
- Proposals discussed with Education SMT; Director, Head of Financial Services & S151; Cabinet Member and Leader of the Council.

Consultation on this proposal was undertaken, as part of the Authority's 2023-24 budget consultation process. In general, vacancy management and deletion of vacant posts across the organisation was an area that most respondents supported, and this particular proposal is considered to have no impact on service users.

IS FURTHER CONSULTATION REQUIRED BEFORE THIS PROPOSAL CAN BE IMPLEMENTED?

Yes ☐ No ☒

Consultation was undertaken as part of the Authority's 2023-24 Budget Consultation process.

NB\* Please seek guidance from Corporate Policy, who can advise on whether a formal consultation is required and adherence to the Gunning Principles.

TAKING ACCOUNT OF THE ABOVE AND THE IMPACT RATING DEFINITIONS, PLEASE INDICATE THE PUBLIC IMPACT RATING APPLICABLE TO THIS SAVING PROPOSAL (please tick):

Nil ☒ Minor ☐ Moderate ☐ Significant ☐ Critical ☐

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### 3. ORGANISATION IMPACT ANALYSIS

PLEASE DESCRIBE HOW THE PROPOSED SAVING COULD IMPACT UPON THE ORGANISATION:

There is a risk associated with the inability to appropriately assess learner's additional needs linked to Additional Learning Needs Act and Equality Act. It has not been possible to recruit to this post, a different solution is proposed as outlined above.

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PLEASE DESCRIBE HOW THE PROPOSED SAVING WILL IMPACT UPON MEMBERS OF STAFF:

A member of staff will receive identified professional learning to allow aspects of the role to be completed within existing resources.

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NUMBER OF FULL-TIME EQUIVALENT (FTE) STAFF IN BUDGET AREA AFFECTED:

NUMBER OF POSTS AFFECTED BY THE PROPOSED SAVING: 1 vacant post

PLEASE SPECIFY HOW THIS WILL BE MANAGED:

**HOW MANY POST(S) .....**(please state)

- ALREADY VACANT: x
- VOLUNTARY SEVERANCE:
- RETIREMENT:
- REDEPLOYMENT:
- REDUNDANCY:

**PLEASE PROVIDE DETAILS OF WHEN THIS WILL BE IMPLEMENTED:**

As soon as training has been received.

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**WILL THE PROPOSED SAVING HAVE AN IMPACT ON ANOTHER DIRECTORATE, SERVICE AREA OR TEAM WITHIN THE COUNCIL?** (please tick)

Yes ☐ No ☒

**WILL THE PROPOSED SAVING HAVE AN IMPACT ON ANOTHER PUBLIC SECTOR PARTNER, OR VOLUNTARY SECTOR PARTNER?** (please tick)

Yes ☐ No ☒

If **yes**, please consider the 5 ways of working, in particular *integration*.

**DESCRIBE:**

- THE AREA(S) AFFECTED; AND
- HOW THE PROPOSED SAVING WILL IMPACT

**Integration guidance:** Consider how the proposal will impact on other service areas, or partners, and their ability to meet their objectives.

This proposal may impact on support from the occupational therapy service within ABUHB in terms of provision of advice and guidance.

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**HAVE ANY OPTIONS BEEN CONSIDERED TO MITIGATE ORGANISATIONAL IMPACT?**

**PLEASE PROVIDE DETAILS OF ANY MITIGATION** (e.g. gradual reduction in service, income generation, transferrable skills of staff, commercialisation of the service etc.)

In addition, consider the 5 ways of working, in particular, acting in *collaboration* with other service areas or partners.

Previous attempts have been made to recruit to this post or offer secondments from within health but these have not meet the requirements of the post.

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**TAKING ACCOUNT OF THE ABOVE AND THE IMPACT RATING DEFINITIONS, PLEASE INDICATE THE PUBLIC IMPACT RATING APPLICABLE TO THIS SAVING PROPOSAL (please tick):**

**Nil** ☒      **Minor** ☐      **Moderate** ☐      **Significant** ☐      **Critical** ☐

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**4. LINKS TO POLICY AND CORPORATE OBJECTIVES**

**DOES THE SAVINGS PROPOSAL LINK TO ANY OF THE FOLLOWING?**

If so, please specify and state what the implication may be.

**POLICY AREA:**

**CORPORATE PLAN and WELL-BEING OBJECTIVES (please state which objectives)**

**Wellbeing objective 1 - Improve education opportunities for all**

**WHAT IS THE LINK?**

The LA works in partnership with all schools and education providers to ensure that the needs of children with ALN are identified and provision is in place.

**WHAT WILL BE THE IMPACT?**

The proposal will ensure that appropriate educational opportunities continue to be provided. See above.

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**POLICY AREA:**

**STATUTORY DUTIES (including the requirement to provide services in Welsh)**

**WHAT IS THE LINK?**

As above

**WHAT WILL BE THE IMPACT?**

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**POLICY AREA:**

**WELSH GOVERNMENT GUIDANCE or STRATEGY**

**WHAT IS THE LINK?**

Not applicable

**WHAT WILL BE THE IMPACT?**

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## 5. OTHER RISK(S) AND SENSITIVITIES

HAVE ANY OTHER RISKS BEEN IDENTIFIED IN CONNECTION WITH THIS SAVING PROPOSAL?

Yes ☐ No ☒

IF YES, PLEASE SPECIFY BELOW:

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**PLEASE SPECIFY BELOW ANY OTHER MITIGATION:**

Not all risks can be mitigated. Some may need to be tolerated in the context of budget pressures.

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## 6. OTHER RELEVANT INFORMATION

PLEASE USE THIS SECTION TO PROVIDE ANY OTHER RELEVANT INFORMATION WHICH YOU FEEL HAS NOT BEEN CAPTURED.

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**HEAD OF SERVICE:** Keri Cole (Chief Education Officer)

**DATE OF COMPLETION:** 14 February 2023