

Moray Council Equality Impact Assessment

Service: Schools

Department: Education and Social Care

Title of activity: Establishing a new school for south-east Elgin

1. What are the aims and objectives of the policy/activity?

It is proposed:

- (i) to establish a new primary school, with nursery provision, to serve the agreed catchment area for the delineated geographical zone in south-east Elgin
- (ii) the new school be established initially at a temporary site at East End Primary School Annexe until the new school building is complete. (The temporary accommodation will initially accommodate P1 children and will accommodate P1-3 in future years.)
- (iii) the implementation date for these proposals will be 15th August 2016, for the temporary accommodation, except that the nursery will only commence once the new school building opens.
- (iv) the new school will relocate to its permanent site on the completion of the new school building. The target date for this is August 2018.

2. List the evidence that has been used in this assessment

Internal data (customer satisfaction surveys; equality monitoring data; customer complaints)	School roll forecasts School capacity information Placing request monitoring
Consultation with officers or partner organisations	Regular discussion with Primary Head Teachers Consultation with Senior Council Officers and Elected Members Local Negotiating Committee for Teachers Information from Transport & Planning Sections
Consultation with community groups	The following will be undertaken as part of the consultation process: A public meetings in Elgin Consultation with parents of pupils likely to become pupils at the school in the next two years Consultation with the parent councils of East End and New Elgin Primary Schools Consultation with the staff of East End and New Elgin Primary Schools Consultation with representatives of the teacher and support staff trade unions

	Analysis of written and verbal feedback on the proposals
External data (statistics, census, research)	Government legislation and guidelines on school capacities and class sizes. Census data for each catchment area.
Other	n/a

3. Detail any gaps in the information that is currently available?

School roll statistics can be subject to variance which can affect projections of school capacity requirements.

4. What measures will be taken to fill the information gaps before the policy/ activity is implemented? These should be included in the action plan

Measure	Timescale
Continued monitoring of school roll information and school legislation to ensure adequate spaces in schools.	On-going
Continued monitoring of placing requests.	On-going
Continued monitoring of reserved places across schools.	On-going
Continued liaison with other Council departments over house-building projects and timescales.	On-going

5. Are there potential impacts on protected groups? Tick as appropriate

	Positive	Negative	None	Unknown
Age – young	✓			
Age – elderly			✓	
Disability	✓			
Race			✓	
Religion or belief			✓	
Sex			✓	
Pregnancy and maternity			✓	
Sexual orientation			✓	
Gender reassignment	✓			
Marriage and civil partnership			✓	

6. What are the potential negative impacts?

n/a

7. Have any of the affected groups been consulted. If yes, please give details of how this was done and what the results were. If no, how have you ensured that you can make an informed decision about mitigating steps?

Parents of children likely to become pupils of the new school in the next two years will be consulted on the proposals, as will all other statutory consultees as required under the Schools (Consultation) Scotland Act 2010.

8. What mitigating steps will be taken to remove those impacts? These should be included in the action plan.

Mitigating step	Timescale
n/a	

9. What steps can be taken to promote good relations between various groups? These should be included in the action plan.

Good school education brings together families, children and young people within their communities. Developing a fit for purpose school estate, to deliver *Curriculum for Excellence*, should promote tolerance, understanding and good relations between various groups.

Continue to engage effectively with parent councils, parents and families and ensure consultation evidence and input from parents, children and young people is acted on.

Continue to monitor and evaluate educational provision for children with additional support needs including looked after children, gypsy/travelling children, and children whose first language is not English.

10. How does the policy/activity create opportunities for advancing equality of opportunity?

This proposal will prevent overcrowding in New Elgin and East End Primary Schools, providing better opportunities for all children to benefit from more space and, in some cases, smaller pupil: teacher ratios.

Design changes in a new school could potentially create more equality of opportunity for children with gender reassignment issues.

Wheelchair access in the proposed new school should be better laid out than in current schools and this would create opportunities for advancing equality of opportunity.

Information can be provided in various formats.

Sustainable transport to and from schools will be a consideration. This could alleviate some of the pressures on the roads near the schools. This in turn could assist other road users in the areas around the schools, in particular elderly, people

with a disability and families with pre-school age children.

11. What monitoring arrangements will be put in place? These should be included in the action plan.

Monitoring of school population and children/young people with additional support needs including looked after children, gypsy/travelling children, and children whose first language is not English as required.

12. What is the outcome of the assessment? Tick as appropriate.

1	No impacts have been identified	
2	Impacts have been identified, these can be mitigated as outlined in question 8	
3	Positive impacts have been identified in relation to the need to:	
	a) Eliminate discrimination, harassment, victimisation and other behaviour prohibited by the Equality Act 2010	
	b) Promote equality of opportunity	✓
	c) Foster good relations between groups who share a protected characteristic and those who don't.	
4	The activity will have negative impacts which cannot be mitigated fully	

13. Set out the justification that the activity can and should go ahead despite the negative impact?

No negative impacts have been identified.

By far the most important driver of the proposal is the prospect that establishing a new school should ensure children, who are living within an area zoned for a particular school, are able to attend that school.

Where a new schools is built or existing schools are refurbished there will be greatly improved accommodation for the nursery children, school pupils, including those with additional support needs, and staff.

Sign off and authorisation

Department	Education & Social Care
Title of Policy/activity	Establishing a new school for south-east Elgin
We have completed the equality impact assessment for this policy/activity.	Name: Paul Watson Position: Senior Education Adviser Date: 8 October 2015
Authorisation by Director or Head of	Name: Laurence Findlay

Service	Position: Corporate Director (Education & Social Care) Date:
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The impact assessment should now be authorised by either the Director or Head of Service.

Please return this form, along with the completed screening process and full assessment forms, to the Equal Opportunities Officer, Chief Executive's Office.

Action plan

Action	Start	Complete	Lead Officer	Expected Outcome	Resource Implications
Monitoring of population of new school and children/young people with additional support needs including looked after children, gypsy/travelling children, and children whose first language is not English.	August 2016	Ongoing	Research and Information Officers (oversight by Inclusion Manager)	Staff have robust information to work and consult with protected groups to design school provision/space for potentially vulnerable groups and calculate the impact on these.	Officer time SEEMIS