

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Richard Vaughan
Directorate:	Children's Services
Date of Completion:	23 September 2019

Name of Policy/Strategy/Service/Function Proposal

West Wight School Places

The Aims, Objectives and Expected Outcomes:

- Improve the education offer to community of West Wight.
- Management of the surplus capacity of primary school places available in the West Wight School Place Planning Area, which is made up of All Saints' CE Primary, Brighstone CE Primary, Shalfleet CE Primary, St Saviour's Catholic Primary and Yarmouth CE Primary.
- Recommended option is to close All Saints' CE Primary School in August 2020 and that the Council and Yarmouth Shalfleet Federation to work together to relocate Yarmouth CE Primary School to the All Saints' site in 2021.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal

Key Questions to Consider in Assessing Potential Impact

<p>Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?</p>	<p>No</p>
<p>Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations</p>	<p>Yes</p>
<p>Do different groups of people within the local community have different needs or experiences in the area this issue relates to?</p>	<p>Yes</p>
<p>Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?</p>	<p>No</p>
<p>Will the proposal have a significant effect on how services or a council function/s is/are delivered?</p>	<p>No</p>
<p>Will the proposal have a significant effect on how other organisations operate?</p>	<p>No</p>
<p>Does the proposal involve a significant commitment of resources?</p>	<p>No</p>
<p>Does the proposal relate to an area where there are known inequalities?</p>	<p>No</p>
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	X			Improvement in quality of educational offer to young people in West Wight
Disability		X		Potential for negative impact has been raised during consultation. Pupils at both schools with recognised SEND will be appropriately supported during the transition and future.
Gender Reassignment		X		Potential for negative impact has been raised during consultation. There are currently trained members of staff at Yarmouth CE Primary but if any future change in staff has an impact then to mitigate this training and support will be provided during the transition and reasonable adjustments made if required.
Marriage & Civil Partnership			X	
Pregnancy & Maternity			X	
Race			X	
Religion / Belief			X	
Sex (male / female)			X	
Sexual Orientation			X	

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
All Saint's CE Primary School currently offers families a local primary offer in Freshwater however their rating by Ofsted has been 'requires improvement' in its' last 3 inspections since 2013. By Closing All Saints' and relocating Yarmouth CE Primary to this site, improves the quality of offer, buildings and site to a wider accessible audience within the largest village on the Isle of Wight.	

Evidence Considered During Screening	
<p>IW Population and pupil forecast data (detail within reports) Ofsted Reports Schools Finance IW Local Plan for proposed future developments Public Meetings during first and second consultation periods (see Appendix 1 of May & July 2019 reports) Consultation responses in first and second consultation periods (see Appendix 2 of May & July 2019 reports) Consultation with Headteachers, School Staff and Governors</p>	
Head of Service Sign off:	Steve Crocker
Advice sought from Legal Services (Name)	Judy Mason
Date	27 September 2019

Stage 2 Full Equality Impact Assessment

Assessor(s) Name(s):	Richard Vaughan
Directorate:	Children's Services
Date of Completion:	23 September 2019

Name of Policy/Strategy/Service/Function Proposal

West Wight School Places

The Aims, Objectives and Expected Outcomes:

Using the information provided in your initial screening, write a brief description of your policy, strategy, service or council function under assessment. It is important to focus on the reasons for a new or changed approach and what it intends to achieve. Include who the main beneficiaries or users are and the main groups of people with protected characteristics who are affected. State how this proposal fits with the council's corporate priorities.

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Please delete as appropriate:

- **This is a new policy/strategy/service/council function proposal**

Scope of the Equality Impact Assessment

Include any links to a previous equality impact assessment or work delivered by another Directorate/service or partner organisation. Describe the approach to be taken in data collection, stakeholder involvement and state who the stakeholders are.

Establish your monitoring and review arrangements.

Sources of evidence may include:

- *Service monitoring reports including equality monitoring data*
- *User feedback*
- *Population data – IW Facts and Figures (add link)*
- *Complaints data*
- *Published research, local or national*
- *Feedback from consultations and focus groups*
- *Feedback from individuals or organisations, other council departments, partner organisations etc*

Set out any data gaps that may need to be addressed and how you plan to address them and include in your action plan.

Stakeholders are: community of West Wight, headteachers, staff, governors, diocese

IW Population and pupil forecast data (detail within reports)

Ofsted Reports

Schools Finance

IW Local Plan for proposed future developments

Public Meetings during first and second consultation periods (see Appendix 1 of May & July 2019 reports)

Consultation responses in first and second consultation periods (see Appendix 2 of May & July 2019 reports)

Consultation with Headteachers, School Staff and Governors

Further detail in regards to individual pupils with SEND and other identified needs to be undertaken if proposal is approved.

Analysis and assessment

Given the available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups? Is this impact positive or negative or a mixture of both? In particular set out how the council as a public body has met its duty to pay regard to eliminate unlawful discrimination, harassment and victimisation and advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.

Detail what concerns were identified during any consultation exercises together with any positive impact that has been identified and how this can be promoted or enhanced. Are there any concerns from consultation and data gathering that have not been taken on board, if so, please justify and explain the reason for this.

Does the proposal have the potential to cause unlawful discrimination (for example is it possible that the proposal may exclude certain groups of people from obtaining services or limit their participation in any aspect of public life?)

Set out in light of the consultation and data gathering what changes, if any you will make to the proposal

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified and is it lawful?

Whilst this consultation brought significant feedback and opinion in regards to the closure of All Saints' CE Primary and the relocation of Yarmouth CE Primary School to the adjacent village of Freshwater, some potential impact on the protected characteristics of the West Wight were raised during the consultation period in relation to the closure of All Saints'.

Issues were raised in relation to the proposed relocation of Yarmouth CE Primary. This relates to 6 pupils including impacts upon gender reassignment and a pupil with a specific identified disability who currently attend Yarmouth CE Primary. It was raised that the relocation would disrupt their education and that the training staff has undertaken will be lost. The local authority will work with Yarmouth staff in planning the proposed refurbishment and remodelling of the All Saints' site to ensure all current and future pupils needs are met. As outlined in the report, an Implementation Group will be established to ensure all displaced All Saints' and Yarmouth pupils needs and welfare are understood and managed throughout the temporary and long-term arrangements. The employment of current Yarmouth staff is not impacted by these proposals and therefore any specialist training they have received in relation to supporting SEND and other pupils will be retained.

A better quality primary provision available locally to the most populated area of the West Wight is welcomed. Appropriate transition arrangements for pupils following the closure of All Saints' will be a priority. In advance of the Yarmouth relocation, the redevelopment of the buildings at the All Saints' site will comply with all existing equality standards.

Recommendations

Please summarise the main recommendations arising from the assessment. If it is not possible to diminish negative impacts to an acceptable or even a lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

This assessment concludes that this proposal has a positive impact on the future educational offer for young people of the West Wight. It is believed that the issues highlighted can be managed successfully to ensure those with protected characteristics are not at any disadvantage in the future.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive			In the future, quality primary education will be accessible by all young people across West Wight
Disability	Negative	One pupil with specific disability highlighted could be negatively impacted if not appropriately supported.		Potential for negative impact has been raised during consultation. Pupils at both schools with recognised SEND will be appropriately supported during the transition and future.
Gender Reassignment	Negative	One pupil of Yarmouth with protected characteristics		Current trained members of staff are retained but if any future change in staff has an impact then to mitigate this training and support will be provided during the transition and reasonable adjustments made if required. All new buildings will comply with equality standards. Appropriate

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
				staff will be involved in the planning of the buildings.
Marriage & Civil Partnership	No expected impact			
Pregnancy & Maternity	No expected impact			
Race	No expected impact			
Religion / Belief	No expected impact			
Sex (male or female)	No expected impact			
Sexual Orientation	No expected impact			
HR & workforce issues	Negative	Potential loss of teaching and support positions at All Saints' CE Primary		Any Staff displaced by the closure of All Saints' CE Primary will be supported by IWC HR department and further updated EIA completed as necessary.
Human Rights implications if relevant	No expected impact			
Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff				

Summary	
Date of Assessment:	23 September 2019
Signed off by Head of Service/Director	Steve Crocker
Review date	During further consultation period
Date published	03 October 2019