

Equality Impact and Needs Assessment Form

A) Description

Name of service, function, policy (or other) being assessed

Capital work to support federation of Aylestone and Broadlands Primary school

Directorate or organisation responsible (and service, if it is a policy)

Children's Wellbeing, Education & Commissioning

Date of assessment

15th October 2014

Names and/or job titles of people carrying out the assessment

Andy Hough , Head of Education Development.

Accountable person

Director for Children's Wellbeing

What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The aim of the work is to improve the quality and fabric of Aylestone and Broadlands schools such that they provide the best opportunity to deliver high quality education for all pupils.

Location or any other relevant information

Site plans , room schedules

List any key policies or procedures to be reviewed as part of this assessment.

Individual school risk assessments

Who is intended to benefit from the service, function or policy?

Children, parents, staff at Aylestone and Broadlands schools

Who are the stakeholders? What is their interest?

Children and young people who now and may in the future attend Broadlands and Aylestone schools.

B) Partnerships and Procurement

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/delivery meets the requirements of the Equality Act 2010, ie.

- Eliminates unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups

- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

The contractors undertaking the work will be accountable under the Council procurement procedures to have due regard to the Act

Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:

No

C) Information

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D) Assessment/Analysis

Describe your key findings (eg. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.

Strand/community	Impact
Broadlands School current condition and suitability.	The school is a single height building with adequate scope to support children with disabilities.
Aylestone School	The school is a large rambling site with a number of level changes. Reasonable adjustments have to be made to secure fair access for children and staff with disabilities.
The new combined site	Initial assessment suggests the situation will need reasonable adjustments to be made for a child attending Broadlands school as the school will be on two levels. Detail design will be further assessment to ensure quality..

E) Consultation

Did you carry out any consultation?

YES NO

Who was consulted?

School leaders, council members, officers from property services and education.

Describe other research, studies or information used to assist with the assessment and your key findings.

N/A

Do you use diversity monitoring categories? Yes No

(if No you should use this as an action as we are required by law to monitor diversity categories)

If yes, which categories?

- Race
- Sex
- Sexual Orientation
- Religion & Belief
- Disability
- Age
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity

What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?

The school publish the approach to Equality duty and this is reviewed and endorsed by Governors

F) Conclusions

	Action/objective/target OR Justification	Resources required	Timescale	I/R/S/J
a)	Review specific actions and carry out EIA as required	Within existing	2014-17	I
b)				

- (I)** Taking immediate effect.
- (R)** Recommended to Council/Directors through a Committee or other Report*.
- (S)** Added to the Service Plan.
- (J)** To be brought to the attention of the Herefordshire Equality & Human Rights Group.

*Summarise your findings in the report. Make the full assessment available for further information.

NB: Make sure your final document is suitable for publishing in the public domain.