

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

Arbroath Schools Project (Phases 2 and 3A)

Lead Department/Service

Children and Learning

What is the aim of the proposal?

Construct replacement primary schools for Muirfield, Ladyloan and Hayshead PS in Arbroath. In addition consult with school communities of Hayshead and St Thomas to investigate the potential creation of a joint campus, retaining the identity of both schools.

Is this a new or a review of an existing policy, procedure, function or report?

Revision / Development of previous report

Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **If yes, go to 1 a. If no, go to 1 b. No**

1 a. Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

1 b. Does the proposal involve or have consequences for the people the council serves or employs? **Yes If yes, go to 2. If no, go to 1 c.**

1 c. Please state why not

The proposal is not relevant and no further action is required. Sign and date below at 3.

2. Is the proposal relevant to one or more of the protected characteristics? **If yes, go to 2 a. If no, go to 2 b.**

2 a. Proceed to Step 1 of the Full Equality Impact Assessment on page 2.

2 b. Please state why not

The proposal not relevant and no further action is required. Add your name, position and date below at 3.

3. Name:

Position:

Date:

FULL EQUALITY IMPACT ASSESSMENT

Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

If the proposal to progress with formal consultation on a shared campus between Hayshead and St Thomas primary schools then a consultation will be carried out in accordance with Schools (Consultation) (Scotland) Act 2010.

The new projects will comply with the Disability Discrimination Act.

Step 2

What data/research is available to assess the likely impact of the proposal?

Informal consultation event provided positive response to shared campus opportunity.

Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

Age	<input checked="" type="checkbox"/>	Potential increased opportunities for pupils and community within new buildings
Disability	<input checked="" type="checkbox"/>	Increased compliance with DDA regulations
Gender	<input type="checkbox"/>	_____
Gender Re-assignment	<input type="checkbox"/>	_____
Pregnancy/maternity	<input type="checkbox"/>	_____
Marriage and civil Partnership	<input type="checkbox"/>	_____
Race	<input type="checkbox"/>	_____
Religion and belief	<input checked="" type="checkbox"/>	Potential shared campus involves denominational and non-denominational school using the same campus building and sharing facilities
Sexual orientation	<input type="checkbox"/>	_____

Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No

Step 5

Can the proposal be seen to favour one section of the community

Yes No

or deny opportunities to another?

Yes No

If yes, please give details.

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

New buildings will be fully accessible with full compliance of DDA regulations.
New shared campus has the opportunity to increase links between denominational and non-denominational school.

Step 7

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state

N/A

Step 8

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High Medium Low Unknown

Step 9

If during **Steps 3 - 6** there has been an adverse impact identified, consider whether this can be justified.

Yes No

If yes please give details.

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

No adverse impact currently identified

Step 10

Do you need to carry out a further impact assessment?

Yes No

If yes, what actions do you need to take?

Step 11

Make arrangements to monitor and review the impact assessment.

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

Angus Council website as part of Committee Reporting

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

Name: Dave Smith

Position: Project Manager

Date: 19 August 2016

For additional information and advice please contact:
the Equalities Officer - Tel: 01307 476058 or E-mail: Equalities@angus.gov.uk