

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

CONSULTATION ON THE SECONDARY SCHOOL WEEK

Lead Department/Service

Rodger Hill, Schools and Learning

What is the aim of the proposal?

Ensuring that our Secondary school week arrangements are both effective and efficient will support our continuing work on Curriculum for Excellence (CfE) and the Developing the Young Workforce (DYW) initiative. On 10 December 2015, Elected Members requested a detailed consultation with stakeholders regarding the Secondary school week structure. This report requests Elected Members approval to implement changes to the Secondary school week from August 2017 based on the results of this consultation.

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

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? **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? **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:

Full EQUALITY Impact Assessment

Step 1

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

Statutory school hours apply.
Young people who meet the legal criteria should receive school transport.

Step 2

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

Evidence from other Scottish local authorities who have already moved to this model of the school week.

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"/>	_____X This policy changes applies to young people in secondary schools
Disability	<input type="checkbox"/>	_____
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 type="checkbox"/>	_____
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 – the same school hours apply, they are just configured differently over the course of a week. Children who meet the criteria for school transport will continue to receive it.

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

Step 7

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

If so please state

Further analysis will be undertaken to explore the possibility of this model for primary school aged children.

Step 8

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

High Medium Low X 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.

The proposal makes a good rationale for change for secondary aged young people. There is an opportunity to explore advantages and disadvantages of this model for primary aged children. Full consultation will be undertaken.

Step 10

Do you need to carry out a further impact assessment?

Yes No

If yes, what actions do you need to take?

A primary aged EIA will be undertaken if committee approval is given.

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's website

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: Pauline Stephen

Position: Head of Schools and Learning

Date: 25.04.16
