

Initial Equality Impact Assessment

APPENDIX F

Directorate	Service	Person responsible for the assessment:	Date assessment completed:
Children's Services	Property and Technology Management	School Reorganisation Officer	December 2012
Title of the policy being assessed	Proposed expansion of Spalding Primary School		
The status of the policy	New Decision		
1.) What are the aims, objectives and purpose of the policy?	To decide whether to publish a Statutory Notice proposing the expansion of Spalding Primary School		
2.) Does the policy support other objectives of the Council?	The Decision supports: <ul style="list-style-type: none"> • Children and Young People's Plan • Value For Money Principles • The Sustainable Communities Strategy 		
3.) Who is intended to benefit from the policy, and in what way?	<ul style="list-style-type: none"> • Children and young people, their parents and carers – through assurance that their educational needs are considered and they are provided with an adequate level of educational provision. • The Council – through ensuring value for money and that community needs are met. 		
4.) What outcomes are anticipated from the policy being in place?	<ul style="list-style-type: none"> • That the future educational needs of the children and young people within Spalding will be met. • The council will have assessed and ensured value for money. • The number of school places within the area will be increased and a sustainable solution for primary education will be provided. 		

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	Community	Staff	Partners
5.) Who are the main stakeholders of this policy?	<ul style="list-style-type: none"> • Children and young people, their families and carers 	<ul style="list-style-type: none"> • Relevant children's services workforce 	<ul style="list-style-type: none"> • School staff • School Improvement Service • HR
6.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to race and ethnicity?	No	There are no concerns that the impact of the decision will have a negative impact on race with respect to pupils.	
What evidence (actual data or assumptions) do you have to support this?	Children obtain a place at the expanded Spalding Primary School will have a similar ethnic composition and therefore there will be no negative impact.		
7.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to gender?	No	There are no concerns that there could be a negative impact with regard to gender for pupils.	
What evidence (actual data or assumptions) do you have to support this?	Children obtain a place at the expanded Spalding Primary School will have a similar gender composition and therefore there will be no negative impact.		
8.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to disability?	No	There are no concerns that disability will be negatively impacted upon through this proposal.	
What evidence (actual data or assumptions) do you have to support this?	Children obtaining a place at the expanded Spalding Primary School will have a similar composition of children with SEN and therefore there will be no negative impact.		
9.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to age?	No	In considering age, it is felt that there will be no negative impact. Children will have a place at an appropriate local school where their needs can be met regardless of age.	

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What evidence (actual data or assumptions) do you have to support this?	Children obtaining a place at the expanded Spalding Primary School will have a similar age composition and therefore there will be no negative impact.	
10.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to religion/belief?	No	In considering religion, it is felt that there will be no negative impact. Children will have a place at an appropriate local school where their needs can be met regardless of their religion.
What evidence (actual data or assumptions) do you have to support this?	Children obtaining a place at the expanded Spalding Primary School will have a similar religious composition and therefore there will be no negative impact.	
11.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to sexual orientation?	No	There are no concerns that the policy will have a negative impact on sexual orientation.
What evidence (actual data or assumptions) do you have to support this?		
12.) Could the negative impact you have identified in questions 6-11 lead to the potential for <i>adverse</i> impact if the policy is implemented?	N/A	
Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	N/A	
Can the impact be mitigated by existing means?	N/A	

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<p>If yes, what actions will you undertake to mitigate these impacts and revise the policy?</p>			
<p>13.) As a result of your assessment, and any actions undertaken, should the policy proceed to a partial impact assessment?</p>	<p>No</p>	<p>If yes, the date of completion for the partial assessment</p>	
<p><i>Has this assessment been undertaken by a minimum of two staff?</i></p>	<p>Yes</p>	<p><i>Has this assessment been scrutinised by your Directorate Steering Group?</i></p>	<p>No</p>
<p><i>If the policy is new, or requires a decision by Councillors to revise, has this Equality Impact Assessment been included with the report?</i></p>			<p>Yes</p>
<p><i>Have any actions identified in this assessment been included in your service equality and diversity action plan?</i></p>			<p>No</p>

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<i>Completed by:</i>	<i>Adrian Clarke Matt Clayton</i>	<i>Signed off by:</i>	<i>Paul Holmes</i>
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