

## DUNDEE CITY COUNCIL

### Report 128-2011

### St Mary's Primary School - Relocation of Infant and Nursery Classes

#### Equality and Diversity Rapid Impact Assessment Tool

#### Part 1

Date of assessment 10 February 2011	Title of document being assessed Report 128-2011 St Mary's Primary School - Relocation of Infant and Nursery Classes
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input type="checkbox"/>	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input type="checkbox"/>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	Relocation of infant and nursery classes to the main school building thereby creating a single site school.
3) What is the intended outcome of this policy, procedure, strategy or practice?	Improved school management with no loss of teaching time and staff resources and incurring no safety concerns with pupils having to transfer between buildings from different sites.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	N/A
5) Has any consultation, involvement or research with protected communities informed this assessment? If yes please give details.	Consultation with the Out Of School Club and School Head Teacher. Informal consultation with the Roman Catholic Church,
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	
7) Is there a need to collect further evidence or to involve or consult protected communities?  (Example: if the impact on a community is not known what will you do to gather the information needed and when will you do this?)	Parent Council has been informed. Head Teacher will write to inform all parents.

## Part 2

Which groups of the population will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
People with a disability	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age Pre school 3-5, Infants 5-7.	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>

## Part 3

<p>1) Have any positive impacts been identified?</p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>If yes please give further details</p> <p>No loss of teaching time with transfer of pupils between buildings.</p> <p>No safety concerns with the transfer of pupils between buildings.</p>
<p>2) Have any negative impacts been identified?</p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>If yes please give further details.</p> <p>None</p>
<p>3) What action is proposed to overcome any negative impacts? (Without changing the aims of the policy or practice</p> <p>(For example: talking directly to community groups about the policy or practice, providing information in community languages, appropriate staff training, ensuring venues are accessible etc. Seek advice from your departmental Equality Champion.)</p>	<p>Please give further details.</p> <p>N/A</p>
<p>4) Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome?</p> <p>(If the policy that shows actual or potential unlawful discrimination you must seek legal advice)</p>	<p>If yes please give further details.</p> <p>N/A</p>
<p>5) Has a 'Full' Equality Impact Assessment been recommended?</p> <p>(If the policy is a major one or is likely to have a major impact on protected communities a Full Equality Impact Assessment may be required) Seek advice from your departmental Equality Champion.</p>	<p>If yes please give further details.</p> <p>No</p>

## Part 4

**Name of Department or Partnership:** Education

### Type of Document

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	x

### Contact Information

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Signature of author of the policy:

Date 10/02/11

Signature of Director / Head of Service area:

Date 10/02/11

Name of Director / Head of Service:

Jim Collins

Date of next policy review: