

East Renfrewshire Council: Education Department

Equalities Impact Assessment of Proposed New Policy

The general equality duty requires public authorities to have due regard to the need to:-

- Eliminate unlawful treatment;
- Advance equality of opportunity; and
- Foster good relations

across the following protected characteristics:-

- Age
- Disability
- Gender reassignment
- Sex and Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief

<p>1. Title of the new proposal</p>	<p>FUTURE NON-DENOMINATIONAL EDUCATION PROVISION FOR CHILDREN OF NEILSTON PRIMARY AND MADRAS FAMILY CENTRE; AND FUTURE DENOMINATIONAL (ROMAN CATHOLIC) EDUCATION PROVISION FOR CHILDREN OF ST THOMAS' PRIMARY, NEILSTON</p>
<p>2. Description of the new policy/proposal</p>	<p>The purpose of the proposal is set out in the consultative document on page 9, paragraph 57.</p>
<p>3. Responsibility for implementing the policy</p>	<p>East Renfrewshire Council</p>
<p>4. In what way does the proposed new policy eliminate unlawful treatment of the protected characteristics groups:</p>	<p>The vision of the Education Department, <i>Everyone Attaining, Everyone Achieving through Excellent Experiences</i>, is at the heart of the work that the education department and school staff undertake as they seek to provide the highest quality education and services to develop all children and young people.</p> <p>There is a statutory requirement for every education authority to secure, for their area, adequate and efficient provision of school education. East Renfrewshire Council has organised the structure of school provision to ensure that children can attend their local catchment denominational or non-denominational primary school, and can then progress to their local secondary school. In providing adequate and efficient provision of school education, East Renfrewshire Education Department is required to take account of the relevant legislation and guidance.</p>

	<p>The Council also has a statutory duty to make adequate and efficient provision for the mandatory amount of early learning and childcare for its area in respect of eligible children. Children are eligible during the period from the school term following their third birthday until the end of the school term before they are first eligible to attend primary school. Two year olds whose parents are entitled to certain benefits are also eligible for the mandatory amount of early learning and childcare.</p> <p>Proposed additional places for early learning and childcare would build capacity across the area allowing for efficient delivery of the increased entitlement of 1140 hours by 2020 in the local area.</p> <p>The Council is required to formally consult on changes to a delineated catchment area, establishing new schools and changes to the admissions arrangements, or the relocation of any school. How this is carried out and who must be consulted is clearly set out in the Schools Consultation (Scotland) Act 2010 as amended. This process ensures that all key groups are consulted with (see page 17, section 3). Education Scotland also has a statutory role in the process.</p>
Age	
Disability	For pupils, staff and any other building users with additional support needs, the new non-denominational primary would be fully compliant in terms of the Equality Act 2010 and provide specialist facilities to help meet their needs.
Gender reassignment	
Sex and Sexual Orientation	
Marriage and Civil Partnership	
Pregnancy and Maternity	
Race	
Religion and Belief	
5. In what way does the proposed new policy advance equality of opportunity for each of the protected characteristics groups:	The proposed policy advances equality of opportunity for those children within ERC who attend an ERC primary school as they will be able to progress to their local secondary school in line with a 3-18 curriculum, supporting continuity, progression and transition.

		<p>The accommodation and resources associated with the proposed new campus are also likely to have a positive impact on the motivation, aspirations and enjoyment of children, staff and the wider school community. The proposed new campus would provide flexible indoor and outdoor learning spaces and would be able to respond to the demands of <i>Curriculum for Excellence</i>.</p> <p>The proposed new campus will improve the transitions from nursery to primary, with both primary schools being co-located within the campus. This will support continuous and progressive learning experiences for children that build on prior learning.</p>
Age		The proposal sets out how ERC will provide additional early years spaces in Madras Family Centre.
Disability		
Gender reassignment		<p>Toilet infrastructure would be designed to allow gender neutral provision. This will allow Head Teachers to plan the operation of these facilities in a way that meets the needs of all stakeholders.</p> <p>This infrastructure will be able to be operated in a way that will remove the stigma of having to choose a gender specific toilet, and reduces likelihood of associated bullying. Increased levels of supervision in toilets will be facilitated by having no front doors. They will increase privacy of toileting, particularly compared to previous boys' toilets which included troughs, through provision of ceiling to floor walls and doors in cubicles.</p>
Sex and Sexual Orientation		Gender neutral infrastructure will reduce the likelihood of homophobic bullying taking place in toilets, due to increased levels of supervision in toilets being facilitated by having no front doors.
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion and Belief		Neilston Primary School and St. Thomas' Primary School would continue to operate as two separate schools with their own Head Teachers and distinct Parent Councils, but would benefit from new build and shared facilities.

		<p>Schools' admissions arrangements will be unaffected. There will be no change to schools delineated catchment areas and no change to primary to secondary transfer: St. Thomas' Primary School to St. Luke's High School and Neilston Primary School to Eastwood High School.</p> <p>School design, including toilet infrastructure will reduce the likelihood of prejudiced based bullying related to race taking place in toilets, due to increased levels of supervision in toilets being facilitated by having no front doors.</p>
<p>6. In what way does the proposed new policy foster good relations with each of the protected characteristic groups:</p>		<p>See question 5.</p>
<p>Age</p>		
<p>Disability</p>		
<p>Gender reassignment</p>		
<p>Sex and Sexual Orientation</p>		
<p>Marriage and Civil Partnership</p>		
<p>Pregnancy and Maternity</p>		
<p>Race</p>		
<p>Religion and Belief</p>		<p>ERC has consulted with the Diocese of Paisley over this proposal.</p>
<p>7. Potential for the proposed new policy to have a negative impact (Low, Medium, High)</p> <p>If this is deemed to be high, the following questions (8 – 12) should be completed.</p>		<p>Low</p>
<p>8. Evidence to be considered in relation to the protected characteristics.</p>		

<p>9. Evidence of higher or lower participation, uptake or exclusion by any group within the protected characteristics.</p>	
<p>10. In the context of the preceding sections, identify any groups whom you consider should be consulted. Please specify and give reasons.</p>	
<p>11. Actions to be taken to address any issues identified and ways in which positive impact can be demonstrated.</p>	
<p>12. Justification for the proposed new policy based on the above information.</p>	
<p>Name of Departmental Officer developing the proposed policy:-</p> <p>Colin McMenemy (Education Admissions and Development Manager) David Gordon (Quality Improvement Officer)</p>	
<p>Date of this assessment:</p> <p>July 2018</p>	

