

# EQUALITY IMPACT ASSESSMENT

Yealmpstone Farm Primary School – Basic Need



## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

### What is being assessed - including a brief description of aims and objectives?

The following works are proposed to be delivered under contract:-

The proposed expansion would double the capacity of the school from a 1FE (210 places) to 2FE (420 places)

- New Storey eight classroom extension with studio hall, toilets i.e. staff, male, female and disabled, group and SEN rooms and circulation space
- New lift for disabled users
- Conversion of existing Staffroom to Small Studio Hall
- New pedestrian access
- Relocation of playground and landscaping
- Reconfiguration of the existing car park with additional spaces

These works are proposed for the expansion of Yealmpstone Farm Primary School as part of the final Wave V of Basic Need Projects to expand primary school place provision across the City to address rising pupil numbers which is a statutory requirement of the local authority by enabling Yealmpstone School to move from 1 FE to 2 FE school. In addition, the project will also bring further benefit and outcome including:-

- Providing additional local jobs (both in the school and via the building contractor)
- Improved facilities for the local community
- Enhanced learning facilities
- Reduce/removed condition/maintenance issues at the school
- Yealmpstone Farm is situated in the Plympton area of the city, which is experiencing the effects of an increase in the birth rate and additional housing provision in the area.

### Author

Jacqueline Keith, Project Manager

### Department and service

Finance, Transformation and Change

### Date of assessment

8<sup>th</sup> May 2017

**STAGE 2: EVIDENCE AND IMPACT**

Protected characteristics (Equality Act)	Evidence and information (eg data and feedback)	Any adverse impact See <a href="#">guidance</a> on how to make judgement	Actions	Timescale and who is responsible
<b>Age</b>	<p>When the project is complete the school will have 420 children.</p> <p>Visitors to the school including parents, siblings and guardians which could be any age and have differing requirements</p>	<p>The facility will provide accommodation that is suitable for use by all ages in terms of accessibility, welfare including toilets and usable spaces.</p>	<p>Planning and Building control approval to be obtained. Consultation has taken place with stakeholders, staff, parents and governors.</p> <p>Accessible toilets will be provided on both the ground and 1<sup>st</sup> floor.</p> <p>An accessible pedestrian access will be provided to main entrance, which will be suitable for wheelchairs, buggy's and pushchairs.</p> <p>All of the above are for both Adults and Children with disabilities.</p>	
<b>Disability</b>	<p>The school should be accessible for all including pupils, staff and visitors.</p>	<p>The existing site has some limitations in terms of accessing areas particularly externally.</p> <p>All internal areas will be fully accessible to all users. This will be achieved by the adding of the lift to the first floor, provision of new access arrangements including a new access ramp into the building.</p>	<p>Ensure that outdoor activities take place in areas of the site that can be accessed by disabled.</p> <p>The design of the building has taken into account pre-application feedback from planning and building control.</p>	<p>To be considered and part of the management of the site in terms of its use. Responsibility for this is with the school.</p> <p>To be delivered as part of the completed works by September 2018.</p> <p>Responsibility for ensuring</p>

		<p>New signage will be provided through which caters for people with disabilities through universal pictures and recognisable symbols over text. Accessible toilet provision will be provided which are suitable for all disabled users including those who are visually impaired or have learning difficulties.</p> <p>In addition the facility could also potentially provide services to the local community.</p>	<p>An accessible toilet will be provided on both ground and first floor.</p> <p>A lift will be provided to access to the first floor.</p> <p>An accessible ramp will be provided to give access will be provided to the main entrance which will be suitable for wheelchairs, buggy's and pushchairs.</p> <p>All of the above are for both Adults and Children with disabilities.</p>	this takes place is with the Project Manager.
<b>Faith/religion or belief</b>	The school has a mixture of pupils, staff and visitors with a variety of faith, religion and beliefs. The school is open to all.	No adverse impact anticipated.	N/A	N/A
<b>Gender - including marriage, pregnancy and maternity</b>	The building is open to all.	<p>No adverse impact anticipated.</p> <p>The building will provide full accessibility to all.</p>	N/A	N/A
<b>Gender reassignment</b>	The building is open to all.	<p>No adverse impact anticipated.</p> <p>The building will provide full accessibility to all with appropriate toilet provision including accessible toilets that are not gender specific.</p>	N/A	September 2018
<b>Race</b>	The ethnic composition of the City is changing and not	No adverse impact anticipated.	N/A	N/A

	all pupils and visitors understand English. The school is open to all.			
<b>Sexual orientation - including civil partnership</b>	The school is open to all.	No adverse impact anticipated.	N/A	N/A

### STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
<b>Reduce the gap in average hourly pay between men and women by 2020.</b>	Yealmpstone Farm Extension is expected to realise significant benefits to create new jobs for teachers, Classroom Assistants and Contractors. All genders are to be paid the same rate across the professions and genders.	Responsibility for ensuring this takes place is the school and Main Contractor.
<b>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disablist, homophobic, transphobic and faith, religion and belief incidents by 2020.</b>	The school has a mixture of pupils, staff and visitors with a variety of faith, religion and beliefs. The school has a warm and friendly family atmosphere, where dedicated staff, governors and parents provide a stimulating and challenging learning environment, which helps our children to thrive, believing in the importance of each individual, be they a child or an adult and striving to create a learning community where everyone is respected and works in partnership with each other. The school is open to all.	Provides the city with facilities that form the heart of communities improving lifestyles of residents by working together with our partners.  Provides improved facilities that ensure children and young people are safe and confident in their communities, narrowing gap in equality of access, helping them take control of their lives and communities.
<b>Good relations between different communities (community cohesion)</b>	The school maintains good links with its community and involves itself with going out into the community and in bringing the community in. The school has a warm and friendly family atmosphere, where dedicated staff, governors and parents provide a stimulating and challenging learning environment, which helps our children to thrive, believing in the importance of each individual, be they a child or an adult and striving to create a learning community where everyone is respected and works in partnership with each other.	Provides the city with facilities that form the heart of communities improving lifestyles of residents by working together with our partners.  Provides improved facilities that ensure children and young people are safe and confident in their communities, narrowing gap in

		equality of access, helping them take control of their lives and communities.
<b>Human rights</b> Please refer to <a href="#">guidance</a>	This proposal contributes to the right to an education.	Providing improved and additional capacity for the increasing number of school age children in the City ensures there is a school place for every child and improves their education opportunities, which will improve their quality of life.

## STAGE 4: PUBLICATION

Responsible Officer

Date

Director, Assistant Director or Head of Service