

EQUALITY IMPACT ASSESSMENT

Laira Green Primary School



PLYMOUTH

STAGE 1: What is being assessed and by whom?

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

Laira Green Primary School – Condition approving the capital programme allocation of £65,000 for the condition works at Laira Green Primary School to address the dangerous condition of the sills, as identified in the stock condition survey carried out by Mace Ltd in July 2016, so that the project can be progressed through to contract award.

The project will bring additional benefits and outcomes including

- Providing additional local jobs (via the building contractor)
- Improved facilities for the local community
- Enhancing learning facilities
- Reduced/removed condition/maintenance issue at the school

If the main school sills are not repaired or replaced, this will present a Health and Safety issue which would (due to the height and age of the building) become hazardous due to debris falling from the face of the main building:

- Potentially causing injury to pupils or staff
- Potentially causing injury parents or visitors to site

Schools are community facilities which are open to all and Plymouth's schools welcome all children. Where a child has a recognised disability schools will make all reasonable adjustments to accommodate their needs in school. This will include the availability of resources and accessibility of the school building and site, making every effort to ensure that children with Special Educational Needs maintain their entitlement when they enter the school. Plymouth schools are inclusive, believing that all children have a right to be educated alongside their peers and have a great deal to offer others through their individuality. It is likely that every child will at some time or other need extra support with their learning and the schools have several approaches to cater for this.

Schools deal robustly with any allegations of bullying, publicising their anti-bullying, equal opportunities and inclusion policies on their websites which can be accessed via

www.plymouth.gov.uk/plymouthschoolsdirectory.

STAGE I: What is being assessed and by whom?

	<p>The school follows the standard admissions policy for Plymouth City Council and is committed to providing equal educational opportunities for all pupils.</p> <p>At Laira Green Primary School governors and staff are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion or socio-economic background. The school aims to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.</p> <p>The school has an equality policy at: https://lairagreen.files.wordpress.com/2012/01/equality-diversity-policy-apr-2012a-docx.pdf</p> <p>Laira Green deals robustly with any allegations of bullying and publicises its anti-bullying policy statement on its website at: https://lairagreen.files.wordpress.com/2012/09/laira-green-primary-school-behaviour-policy-document.pdf</p> <p>Laira Green fully supports the principles outlined in the SEN Code of Practice. The school has an Inclusion/SEN policy at: https://lairagreen.files.wordpress.com/2014/07/microsoft-word-sendinclusionpolicy.pdf</p>
Responsible Officer	Jayne Gorton
Department and Service	Head of Access and Planning, Learning and Communities, People Directorate
Date of Assessment	14 March 2017

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	Laira Green Primary School caters for pupils aged 5 to 11. The school is a key facility within their local communities and support wider cohesion in the area.	<p>There may be some disruption to learning while the building work is completed</p> <p>Older people and pre-school children who are neighbours of the school may experience some disruption during the building project.</p> <p>Positive impact for young families in the area whose children will be able to attend the improved school.</p> <p>The schools Equality policy is accessible at https://lairagreen.files.wordpress.com/2012/01/equality-diversity-policy-apr-2012a-docx.pdf</p>	<p>Staff will ensure any disruption is kept to a minimum.</p> <p>All contractors have to comply with the Considerate Contractors Scheme which includes providing a workplace where everyone is respected, treated fairly, encouraged and supported; identifying personal development needs and promoting training; care for the health and wellbeing of the workforce; and informing, respecting and showing courtesy to those affected by the work.</p>	All stakeholders will be kept informed throughout the project which will be led by the PCC.

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Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Disability	<p>All changes to school buildings will be to current building regulations and be fully DDA compliant.</p> <p>9.5% of pupils have a SEND requirement which is supported by SEN provision within school; which is below the city average of 15.7%.</p>	<p>There may be some disruption to learning while the building work is completed.</p> <p>The school's Special Educational Needs policy is publicised on their websites which can be accessed via https://lairagreen.com/parents-pages/inclusion/inclusion-policies/</p> <p>The school SEND policy is directly located below https://lairagreen.files.wordpress.com/2014/07/microsoft-word-sendinclusionpolicy.pdf</p>	<p>Staff will ensure any disruption is kept to a minimum.</p> <p>All contractors have to comply with the Considerate Contractors Scheme which includes providing a workplace where everyone is respected, treated fairly, encouraged and supported; identifying personal development needs and promoting training; care for the health and wellbeing of the workforce; and informing, respecting and showing courtesy to those affected by the work.</p>	<p>All stakeholders including disabled service users and pupils will be kept informed throughout the project which will be led by the school. PCC Project Managers and companies contracted to make the changes to the buildings.</p>
Faith, Religion or	The school caters	No adverse impact.	No action required.	No action

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Belief	<p>for all children regardless of their faith, religion or belief and has a strong Christian ethos.</p> <p>According to the 2011 Census, 148,917 people in Plymouth are Christian, 881 are Buddhist, 567 are Hindu, 168 are Jewish, 2,078 are Muslim, 89 are Sikh, 1,198 are listed as 'other religion' 84,295 have no religion and 18,191 did not state a religion.</p>			required.
Gender - including marriage, pregnancy and maternity	The school caters for both male and female pupils, 43.4% of whom	No adverse impact.	No action required.	No action required.

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	<p>are girls.</p> <p>Overall 50.6% of our population is women. All those with parental responsibility for a pupil (both male and female and regardless of marital status) are welcome at Plymouth schools. In addition schools are community facilities and work to encourage community engagement.</p>			
Gender Reassignment	<p>It is estimated that there may be 10,000 transgender people in the UK.</p> <p>There were 26 referrals from Plymouth made to</p>	No adverse impact.	No action required.	No action required.

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	<p>the Newton Abbott clinic, the nearest clinic, in 2013/14.</p> <p>The average age for presentation for reassignment of male-to-females is 40-49.</p> <p>For female-to-male the age group is 20-29.</p> <p>23 transgender people belong to the Plymouth Pride Forum.</p>			
Race	<p>Of the pupils who provided an answer regarding their ethnicity, 93.4% of pupils are of White British heritage.</p>	<p>Laira Green Primary School believe that all children should be equally valued in school. We will strive to eliminate prejudice and discrimination, and to develop an environment where all children can flourish and feel safe.</p> <p>Laira Green Primary School is committed to inclusion. Part of the school's strategic planning for improvement is to develop cultures, policies and practices that include all learners. We aim to engender a sense of community and belonging, and to offer new opportunities to learners who may have experienced previous</p>	No action required	No action required

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Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
		difficulties.		
Sexual Orientation - including Civil Partnership	It is estimated nationally that 5-7% of people are Lesbian, Gay or Bi-sexual. This equates to approximately 12,500 over the age of 16 living in Plymouth. Schools are community facilities which are open to all.	No adverse impact.	No action required.	No action required.

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?
Fairness Commission Guiding Principles	<p>The proposals support the following Fairness Principles agreed by the Commission:</p> <ul style="list-style-type: none"> - People should be able to access opportunity whatever their circumstances - Things that make the biggest difference to people's lives should get priority when deciding where 	We provide parents, staff and governors at the schools, local residents and other stakeholders with the opportunity to participate in the decision making on the proposals, and provide children with improved facilities that will promote independence and reduce social inequality.

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?
	<p>resources go</p> <ul style="list-style-type: none"> - Preventing inequalities is more effective than trying to eliminate them - Services should be provided 'with' people, not 'for' them 	The project will be managed by PCC during 2017-18
Good relations between different communities (community cohesion).	The school maintains good links with their community, going out into the community and 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 pupils thrive; everyone is respected and works in partnership with each other.	<p>Provides the City with facilities that form the heart of communities improving lifestyles of residents by working together with our partners.</p> <p>Provides improved facilities that ensure children and young people are safe and confident in their communities, narrowing the gap in equality of access, helping them take control of their lives and communities.</p>
Human Rights	These proposals contribute to the right to an education.	

STAGE 4: Publication

Director, Assistant Director/Head of Service approving EIA.	Judith Harwood	Date	14 March 2017
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