

EQUALITY IMPACT ASSESSMENT

Mary Dean's Primary School



PLYMOUTH

STAGE 1: What is being assessed and by whom?

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

Mary Dean's CE Primary School – Condition approving the capital programme allocation of £1,800 for the condition works at Mary Dean's Primary School to address the issues identified in the stock condition survey carried out by Mace Ltd, at condition D and C and priority 1 and 2.

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

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.

The school follows the standard admissions policy for Plymouth City Council and is committed to providing equal educational opportunities for all pupils.

At Mary Dean's CE 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

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	<p>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://primarysite-prod-sorted.s3.amazonaws.com/mary-deans-c-of-e-primary-school/UploadedDocument/5db288a0054b4fec40adab4a1420a17/equality-policy-2017.pdf</p> <p>Mary Dean's deals robustly with any allegations of bullying and publicises its anti-bullying policy statement on its website at: https://primarysite-prod-sorted.s3.amazonaws.com/mary-deans-c-of-e-primary-school/UploadedDocument/01c6379a37534939bafadf6b8f44b3db/anti-bullying-policy.pdf</p> <p>Mary Dean's fully supports the principles outlined in the SEN Code of Practice The school has a SEN policy at: https://primarysite-prod-sorted.s3.amazonaws.com/mary-deans-c-of-e-primary-school/UploadedDocument/af45d172325a4cf8be4d10cd0a4708f5/SpecialEducationalNeedsandDisabilities.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	Mary Dean's CE Primary School	There may be some disruption to learning while the building work is completed	Staff will ensure any disruption is kept to	All stakeholders will be kept

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	caters for pupils aged 3 to 11. The school is a key facility within their local communities and support wider cohesion in the area.	<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://primarysite-prod-sorted.s3.amazonaws.com/mary-deans-c-of-e-primary-school/UploadedDocument/5db288a0054b4feca40adab4a1420a17/equality-policy-2017.pdf</p>	<p>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>	informed throughout the project which will be led by the PCC.
Disability	All changes to school buildings	There may be some disruption to learning while the building work is completed.	Staff will ensure any disruption is kept to	All stakeholders including disabled

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	<p>will be to current building regulations and be fully DDA compliant.</p> <p>8.7% 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>The school's Special Educational Needs policy is publicised on their websites which can be accessed via http://www.marydeansprimaryschool.co.uk/policies/</p> <p>The school SEND policy is directly located below https://primarysite-prod-sorted.s3.amazonaws.com/mary-deans-c-of-e-primary-school/UploadedDocument/af45d172325a4cf8be4d10cd0a4708f5/SpecialEducationalNeedsandDisabilities.pdf</p>	<p>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>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 Belief	The school caters for all children regardless of their faith, religion or	No adverse impact.	No action required.	No action required.

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	<p>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>			
Gender - including marriage, pregnancy and maternity	<p>The school caters for both male and female pupils, 52% of whom are girls.</p> <p>Overall 50.6% of our population is</p>	No adverse impact.	No action required.	No action required.

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	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.			
Gender Reassignment	It is estimated that there may be 10,000 transgender people in the UK. There were 26 referrals from Plymouth made to the Newton Abbott clinic, the nearest clinic, in	No adverse impact.	No action required.	No action required.

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	<p>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, 85.1% of pupils are of White British heritage.</p>	<p>The primary aim of Mary Dean's CE Primary School is to enable all pupils to take part as fully as possible in every part of school life by developing each child's self-confidence, recognising their strengths and encouraging them to achieve their full potential.</p> <p>Mary Dean's CE School will take steps to advance equality of opportunity, foster good relations and eliminate discrimination or harassment across all the protected characteristics (age, race, gender reassignment, disability, marriage and civil partnership, religion and belief, pregnancy and maternity, gender, sexual orientation) within the school community.</p>	No action required	No action required

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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 resources go 	<p>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.</p> <p>The project will be managed by PCC during 2017-18</p>

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Local Priorities	Implications	Timescale and who is responsible?
	<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 	
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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