

# Equality Impact Analysis Screening Tool

## Section 1: Introduction

<b>Name of proposal</b> For the purpose of this document, 'proposal' refers to a policy, function, strategy or project
Prescribed alteration to the school's age range to enable the establishment of a nursery provision
<b>Service area and Directorate responsible</b>
Pupil Access & School Sufficiency, Education Division, Children's Services
<b>Name of completing officer</b>
Catherine Grace – Head of School Admissions & Place Planning
<b>Head of Service</b>
Terry Bryan – Head of Services - Pupil Access & School Sufficiency

**The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need to:**

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between those with 'protected characteristics' and those without them
- Foster good relations between those with 'protected characteristics' and those without them

This Equality Impact Analysis provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above. For more information about the Council's commitment to equality, please visit the Council's [website](#).

## Section 2: Summary of proposal being screened

Describe the proposal including the relevance of proposal to the general equality duties and protected characteristics under the Equality Act 2010
The governing body of Stepney Greencoat CE Primary School is proposing to extend the age range of the school to 3 -11 years of age, to enable the permanent establishment of a nursery provision for 3 - and 4-year-olds.

The Local Authority aims to establish provisions that seek to eradicate inequality and maximise the accessibility of nursery places. These policies are circumscribed by law and statutory guidance. They comply with equalities legislation and, as far as possible, are inclusive of the community.

Schools have a key part to play in providing opportunities for children from different backgrounds to learn with, from and about each other; by encouraging through their teaching, an understanding of, and respect for, other cultures, faiths and communities.

The Local Authority is also mindful of its duty to ensure that school organisation and place planning decisions meet parental preference, where possible. It monitors outcomes to ensure that any proposed changes have consideration to the background, identify any issues of concern, and highlight the potential benefits.

A permanent nursery provision will enable the following:

- The opportunity for early intervention from the school re: SEND, safeguarding, behaviour and speech and language;
- The opportunity to build strong relationships with parents / carers from the start of their child’s school journey;
- One ‘settling-in’ period, rather than two, for families who seek nursery places elsewhere before starting in our Reception;
- A positive and consistent, through-school experience for our pupils;
- Support to local families financially (by providing free childcare hours);
- Support to existing Stepney families by removing the need for a ‘double drop-off’ where younger siblings are forced to attend other local nurseries settings.

Supported through fair and transparent admission arrangements.

## Section 3: Equality Impact Analysis screening

<p>Is there a risk that the policy, proposal or activity being screened disproportionately adversely impacts (directly or indirectly) on any of the groups of people listed below?</p> <p>Please consider the impact on overall communities, residents, service users and Council employees.</p> <p>This should include people of different:</p>	Yes	No	Comments
<ul style="list-style-type: none"> <li>▪ <b>Sex</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

▪ <b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Religion or Philosophical belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Sexual Orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Gender re-assignment status</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ People who have a <b>Disability</b> (physical, learning difficulties, mental health and medical conditions)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Marriage and Civil Partnerships</b> status	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ People who are <b>Pregnant</b> and on <b>Maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
• People who have <b>Care Experience</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
You should also consider:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Parents and Carers</b>			
▪ <b>Socio-economic</b> status			
▪ People with different <b>Gender Identities</b> e.g. Gender fluid, Non-binary etc.			
▪ Other			

If you have answered **Yes** to one or more of the groups of people listed above, **a full Equality Impact Analysis is required**. The only exception to this is if you can 'justify' the discrimination (Section 4).



## Section 4: Justifying discrimination

Are all risks of inequalities identified capable of being justified because there is a:	
(i) <i>Genuine Reason</i> for implementation	<input type="checkbox"/>
(ii) The activity represents a <i>Proportionate Means</i> of achieving a <i>Legitimate Council Aim</i>	<input type="checkbox"/>
(iii) There is a <i>Genuine Occupational Requirement</i> for the council to implement this activity	<input type="checkbox"/>

## Section 5: Conclusion

Before answering the next question, please note that there are generally only two reasons a full Equality Impact Analysis is not required. These are:

- The policy, activity or proposal is likely to have **no or minimal impact** on the groups listed in section three of this document.
- Any discrimination or disadvantage identified is **capable of being justified** for one or more of the reasons detailed in the previous section of this document.

### Conclusion details

Based on your screening does a full Equality Impact Analysis need to be performed?

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

If you have answered **YES** to this question, please complete a full Equality Impact Analysis for the proposal

If you have answered **NO** to this question, please detail your reasons in the 'Comments' box below

**Comments**

To be reviewed following on from the Consultation