

Equality Impact Assessment (EIA) Tool

Document Control

Control Details:	
Title of EIA/ Decision (DDM):	De-delegation of 2024/25 Health and Safety Building Inspection Funding
Budget booklet code (if applicable):	N/A
If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
Name of author (Assigned to Pentana):	Trevor Bone
Department:	Corporate Landlord Services
Director:	Nicki Jenkins
Division:	Growth & City Development
Contact details:	trevor.bone@nottinghamcity.gov.uk
Strategic Budget EIA:	No
Exempt from publication:	No
Date decision due to be taken:	5 th December 2023

Document Amendment Record

Version	Author	Date

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Trevor Bone	Head of Building Services and Facilities Mgt	6/11/2023
Rosey Donovan	Equality and Employability Consultant	13/11/2023

Glossary of Terms

Term	Description
SF	Schools Forum
LA	Local Authority
CAFM	Computer Aided Facility Management

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

The purpose of this report is to update Schools Forum on the statutory and legislative health and safety responsibilities of the Local Authority (LA) in relation to maintenance and testing of maintained school properties and how the funding, requested be de-delegated, is used to support this.

In summary:

- Schools Forum (SF) previously agreed on 8 October 2019 the approval of de-delegation of £6.61 for the financial year 2020/21 and that this funding along with the outstanding balance on the health and safety tests and inspections reserve £0.228m was to be used to fund the costs of tests and inspections in the financial years 2020/21 to 2022/23.
- When the last report was brought to SF maintained schools had expressed a preference to be able to organize their health and safety tests and inspections for themselves once the five-year tests and inspection cycle had come to an end. Upon discussion with Pat and Sarah Fielding at the Nottingham Schools Trust with Nicholas Lee the Director of Education and David Thompson the Schools Health and Safety Manager it was agreed that a report requesting the de-delegation of funding for the financial year 2024/25 would be brought to SF.

- Therefore the LA is bringing this report to SF to ask maintained primary schools if they would like to approve the de-delegation of funding for health and safety tests and inspections for the financial year 2024/25.

1. b. Information used to analyse the equalities implications

No consultation exercise nor duty to consult is required due to the type of maintenance being a statutory requirement for schools to undertake. If not undertaken, then schools would have to close as they couldn't prove they were safe to use. Without statutory maintenance it's envisaged that all citizens of Nottingham would be impacted upon as the LA education portfolio would not be compliant with statutory, legislative and insurance requirements and therefore assets would have to close or if they decided to remain open they would be in breach of legislation and would potentially become a risk to all citizens and colleagues using them.

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	(Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
	<p>People from different ethnic groups</p>			<p>X</p>	<p>The Local Authority (LA) has a statutory duty regarding Health and Safety of maintained school sites. To ensure that the LA is able to carry out its statutory duty it has to on an annual basis request Schools Forum to approve the de-delegation of this funding.</p>	<p>By implementing this proposal, it will stop the likelihood of schools incurring unnecessary budget pressures caused by having to fund health and safety maintenance costs in relation to their sites. If schools had to fund this and the costs were higher than they had budgeted it may require them to move resources from the education of their pupils to cover health and safety</p>	<p>There is no specific monitoring arrangement required as this EIA and report are annual to release education funds for Building Services to undertake their Statutory maintenance.</p>

						<p>maintenance costs of the site.</p> <p>By retaining this funding centrally, it will enable a consistent approach as to how money is spent pupils by resources not being taken away from the education of pupils in some schools and not in others.</p> <p>There are no staffing issues generated by this decision</p> <p>Fully managed statutory compliance testing through a CAFM system</p>	
	Men			X	As above	As above	As above
	Women			X	As above	As above	As above
	Trans			X	As above	As above	As above

	Disabled people/ carers			X	As above	As above	As above
	Pregnancy and maternity			X	As above	As above	As above
	Marriage/Civil Partnership			X	As above	As above	As above
	People of different faiths/ beliefs and those with none			X	As above	As above	As above
	Lesbian/ Gay/ Bisexual people			X	As above	As above	As above
	Older			X	As above	As above	As above
	Younger			X	As above	As above	As above
	Other (e.g. <u>looked after children</u> , cohesion/ good relations, vulnerable children/ adults), socio-economic background. <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>			x	As above	As above	As above

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

The LA are recommending this delegation proposal to reduce the likelihood of a negative impact on the pupils of maintained primary schools.

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	Not applicable as this EIA is an annual task to ensure Education can release funds to Building Service to undertake statutory maintenance.			
Advance equality of opportunity between those who share a protected characteristic and those who don't	As above			
Foster good relations between those who share a protected characteristic and those who don't	As above			

(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	As above			

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details):</p> <p>Trevor Bone - Head of Building Services and Facilities Management – trevor.bone@nottinghamcity.gov.uk</p>	<p>Date sent for advice:</p> <p>6/11/2023</p>
<p>Approving Manager Signature:</p>	<p>Date of final approval:</p>

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk