

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA/ DDM:** Reconfiguring works and design development at Glade Hill Primary School

**Name of Author:** Robert Caswell

**Department:** Children and Adults

**Service Area:** Major Projects

**Author (assigned to Covalent):** N/A

**Director:** Alison Michalska  
**Strategic Budget EIA Y N**

**Brief description of proposal / policy / service being assessed:**

A demand for additional school places has been identified in the Bestwood area. A proposal has been agreed by Executive Board to expand Glade Hill Primary School from 210 to 420 place school in September 2017. This means some reconfiguration works need to be done and that a scheme needs to be fully designed.

The proposed reconfiguring works at Glade Hill Primary School requires the procurement of design and construction works in order to accommodate the increase in pupils. Works are required to reconfigure the existing community rooms back into a teaching area for Key Stage 1 children. Nottingham City Homes will undertake the works at the school.

**Information used to analyse the effects on equality:**

The school is an average-sized primary school. The proportion of pupils from minority ethnic groups in the school is in line with the national average, as is the proportion with English as an additional language. The proportion of disabled pupils and those with special educational needs who are supported through school action is above average.

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>	<b>How different groups could be affected (Summary of impacts)</b>	<b>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</b>
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>	<p>The reconfiguring of the existing community rooms into a teaching area will accommodate the additional 30 children attending the school in September 2017.</p> <p>The options considered for the reconfiguration will demonstrate how the works will meet the need of service</p>	<p>When options are proposed, they will be compliant with the Equality Act 2010, for example, the layout of the classroom will cater for the needs of children who require wheelchair access.</p> <p>Discussions with the school around the needs of staff, pupils and other users on site will take place throughout the</p>
Men	<input type="checkbox"/>	<input type="checkbox"/>		
Women	<input type="checkbox"/>	<input type="checkbox"/>		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	<input type="checkbox"/>	<input type="checkbox"/>		
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>		

People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>		

users, which are mainly young people.	duration of the project through regular meetings with the Headteacher and Business Manager. These will be reviewed and considered during design stages and throughout the project.
The works are being procured via Nottingham City Homes.	
No adverse impacts are anticipated.	Working opportunities with sub-contractors will be explored.

**Outcome(s) of equality impact assessment:**

- No major change needed  •Adjust the policy/proposal  •Adverse impact but continue
- Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

The scheme will be managed by Major Projects who will ensure that the impact on equality is assessed and made clear within any option analysis.

**Approved by (manager signature):**

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 Programme Manager  
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**Date sent to equality team for publishing:**

**11.08.17**  
 Send document or link to:  
 equalityanddiversityteam@nottinghamcity.gov.uk

**Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:**

1. Read the guidance and good practice EIA's  
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).

5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.