

HIGHLAND COUNCIL
CARE AND LEARNING SERVICE
EQUALITY IMPACT ASSESSMENT

This Equality Impact Assessment has been prepared on a proposal:

- To discontinue education provision at the existing Dunvegan, Struan, Knockbreck and Edinbane Primary Schools
- To establish a new amalgamated community Primary School for North West Skye, on a new site in the village of Dunvegan.
- To combine the existing school catchments of Dunvegan, Struan, Knockbreck and Edinbane Schools to serve the new amalgamated Primary School

Details of Consultation Carried Out:

The Proposal was the subject of statutory consultation from Friday 23 May 2014 to Friday 11 July. Written representations on the proposal were sought from interested parties as defined within the Schools (Consultation) (Scotland) Act 2010.

In accordance with statutory requirements, the following were consulted:

- (i) Parents of pupils in the catchment areas of Dunvegan Primary School, Edinbane Primary School, Knockbreck Primary School and Struan Primary School, including parents of pre-school pupils;
- (ii) All P4-7 pupils attending Dunvegan Primary School, Edinbane Primary School, Knockbreck Primary School and Struan Primary School;
- (iii) Members of Parliament and Members of Scottish Parliament for the area affected by the proposal;
- (iv) The Parent Councils of Dunvegan Primary School, Edinbane Primary School, Knockbreck Primary School and Struan Primary School
- (v) Staff of Dunvegan Primary School, Edinbane Primary School, Knockbreck Primary School and Struan Primary School
- (vi) Trade union representatives;
- (vii) The community councils for the areas covered by the 4 schools;
- (viii) Education Scotland;
- (ix) Bòrd na Gàidhlig;
- (x) Local Youth Forum.

The proposal document was also advertised in the local press and on the Highland Council website.

A public meeting was held in Dunvegan Village Hall on the 16th June 2014. This meeting was advertised in advance in the local press and on the Highland Council website.

IDENTIFIED IMPACTS

Equality Category	Impact	Evidence
AGE	Neutral.	<p>The proposal relates to 4 primary schools and as such primarily affects children in the 3-12 age group, and their parents. The proposal is advanced on the basis of educational benefit to the children in the area concerned.</p> <p>No negative age related effects arise.</p> <p>Age is not a protected characteristic for the purposes of schools provision.</p>
DISABILITY	Positive.	<p>Highland Council assesses the suitability of its schools against a variety of factors, one of which is Accessibility. Schools are rated on a four point scale starting with “A” (Good), through “B” (Satisfactory), “C” (Poor), and “D” (Bad). Of the 4 current schools 3 are currently listed as “C” for Accessibility whilst the other is rated “B”. The new school will be designed to “A” standard for accessibility. This will benefit pupils, parents, and the wider community, who will be able to utilise the school’s facilities via “school lets.”</p> <p>In addition, the new school will incorporate spaces specifically designed for pupils with Additional Support Needs. This would represent a further improvement on existing provision.</p>
GENDER	Variable	<p>Children in the P1-7 age group who currently attend the 3 smaller schools will be entitled to free school transport to Dunvegan. Pupils will leave for school earlier in the mornings and be dropped off later in the afternoons than happens at present. Potentially this could provide greater flexibility for working parents. At the same time, nursery age children (3 and 4 year olds) are not provided with school transport, and the parents of nursery age children at the 3 smaller schools will have to transport their children to Dunvegan to access pre-school education. In this respect the proposal would have a negative impact on this small group of people. Assuming mothers are the primary carers, there would be a greater impact on females.</p>

		<p>It is difficult to give an accurate figure to the number of families of nursery age children who would be affected by the future closure of nursery provision in the 3 smaller areas. Based on current roll projections around 10-12 families might be affected.</p> <p>There is likely to be some direct loss of employment if the proposal is implemented, and this would impact upon a predominantly female workforce. On present projections 5 current teaching posts would reduce to 4, whilst 13 part-time non-teaching posts affected would reduce to 4, although the new posts would have increased weekly hours when compared to the current arrangements.</p> <p>The issues relating to nursery education and loss of employment were raised in feedback to the consultation.</p>
PREGNANCY AND MATERNITY	Neutral	There would be no direct impact on pregnancy and maternity issues.
GENDER REASSIGNMENT	Neutral	The proposal will have no impact on gender reassignment equality.
MARRIAGE AND CIVIL PARTNERSHIP	Neutral	The proposal will have no impact on equality issues around marriage and civil partnership.
MINORITY LANGUAGES	Positive	<p>Gaelic Medium education is already established at one of the 4 schools, but the proposal allows an opportunity to establish a Gaelic Medium hub which would benefit children by increasing GM specialism in one school. This issue was raised in feedback to the consultation.</p> <p>The proposed mergers could have a potentially beneficial outcome for support provided for pupils with English as an Additional Language, in that they would allow such support to be provided within a single school, as opposed to being spread across 4 schools as at present.</p>
RACE	Neutral	The proposal will have no impact on race equality.
RELIGION OR	Neutral	None of the schools affected are

BELIEF		denominational. The proposal will have no impact on religious equality.
SEXUAL ORIENTATION	Neutral	The proposal will have no impact on equality around sexual orientation.
LOOKED AFTER CHILDREN	Neutral, though with potentially positive effects	The new school would provide opportunities for better partnership working that could potentially benefit Looked After Children.
YOUNG CARERS	Neutral, though with potentially positive effects	The new school would provide opportunities for better partnership working that could potentially benefit Young Carers. Conversely, the possibility of any Young Carers having to leave home earlier and arrive home later could increase pressure on them to do what they need to do within a more limited space of time.
CHILDREN AND YOUNG PEOPLE LIVING IN DEPRIVATION	Neutral	The proposal is being advanced on the basis of educational benefit for all children, although not specifically those living in deprivation.