HIGHLAND COUNCIL

CARE AND LEARNING SERVICE

EQUALITY IMPACT ASSESSMENT

This Equality Impact Assessment has been prepared on a proposal:

To discontinue education provision at Kinbrace Primary School, dividing its catchment area between those of Helmsdale Primary School and Melvich Primary School.

**Details of Consultation To Be Carried Out:**

The Proposal will be the subject of statutory consultation from under the terms of the Schools (Consultation) (Scotland) Act 2010, as amended.

In accordance with statutory requirements, the following will be consulted:

(i) Parents of pupils in the catchment area of Kinbrace Primary School, and parents of pupils attending Helmsdale Primary School, Melvich Primary School, Altnaharra Primary School, Farr High School and Golspie High School, including parents of pre-school pupils;

(ii) Pupils attending Helmsdale Primary School, Melvich Primary School and Altnaharra Primary School; Farr High School and Golspie High School;

(iv) Members of Parliament and Members of Scottish Parliament for the area affected by the proposal;

(v) The Parent Councils of Helmsdale Primary School, Melvich Primary School, Altnaharra Primary School, Farr High School and Golspie High School.

(vi) Staff of Helmsdale, Melvich and Altnaharra Primary Schools and of Farr and Golspie High Schools.

(vii) Trade Union representatives;

(viii) The community councils for the areas covered by the 2 schools;

(ix) Education Scotland;

(x) Local Youth Convenor.

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

A public meeting will be held in Kinbrace on 22 June 2016. This meeting will be advertised in advance in the local press and on the Highland Council website.

**IDENTIFIED IMPACTS**

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| Equality Category | Impact | Evidence |
| AGE | Neutral. | The proposal relates to 3 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.  No negative age related effects arise.  Age is not a protected characteristic for the purposes of schools provision. |
| DISABILITY | Neutral, but with some positive benefits. | As there are currently no pupils attending Kinbrace School, the proposal will not have any adverse effects on disabled children. In principle, the integration of disabled pupils within the larger peer group in the alternative schools promotes integration. |
| GENDER | Neutral | The proposal will have no effect on gender equality issues. |
| 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 | Neutral | There would be no impact on minority languages. |
| RACE | Neutral | The proposal will have no impact on race equality. |
| RELIGION OR BELIEF | Neutral | None of the schools affected are 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. | There would be no direct impacts on Looked After Children. |
| YOUNG CARERS | Neutral | There would be no impacts on Young Carers. |
| 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. |