

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



Integrated Impact Assessment Form
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Title of Policy/ Proposal	Capacity increase to Replacement Beeslack CHS
Completion Date	15/11/2022
Completed by	Katy Johnstone
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Type of Initiative:

- Policy/Strategy
- Programme/Plan
- Project
- Service
- Function
- New or Proposed
- Changing/Updated
- Review or existing

Other Revised school capacity to accommodate projected pupil demand at the replacement Beeslack CHS.....

1. Briefly describe the policy/proposal you are assessing.

This report refers to a recommendation to increase the school capacity of the replacement from 1200 to 1600 pupils.

2. What will change as a result of this policy?

If the replacement school is built to the current proposal of a 1200 capacity, our roll projections show that a further extension would be required within two years of the school opening. If the capacity is increased to 1600 pupils, this will ensure that future growth can be accommodated.

3. Do I need to undertake an Integrated Impact Assessment?

High Relevance	Yes/no
1. The policy/ proposal has consequences for or affects people	Yes
2. The policy/proposal has potential to make a significant impact on equality	Yes
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	Yes
4. The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
5. The policy/proposal has little relevance to equality	No
6. The policy/proposal has negligible impact on the economy	No
7. The policy/proposal has no/ minimal impact on the environment	Yes
<p>If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.</p>	

If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.

If you have identified that your project will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment.

4. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	In order to ensure the Council meets its statutory obligations and provides sufficient school capacity, we produce to school roll projections. The roll projections are produced bi-annually and use data sets such as births, housing, census numbers, staying on rates. Our projections for Beeslack CHS have shown that opening the new school with a 1200 pupil capacity will mean that the school would require to be extended again just a few years after. If the school capacity was increased to 1600 this would ensure that the school would be able to accommodate the projected numbers and also for potential future growth as a result of further housing development.
Data on service uptake/access	The roll projection data shows that due to a rising school roll, the new Beeslack CHS will require additional capacity above the currently planned 1200 pupils. The impact of this will be that Lasswade HS will continue to be over capacity. The projections data show that the demand for places will continue to increase and this will require to be accommodated.
Data on quality/outcomes	The new Beeslack will be a state of the art learning campus; there will be also be a specialist Additional Support needs centre to ensure we meet our increasing demand for our pupils who require additional support. This will improve the quality of their experience and learning as these facilities will be specialised. We have recruited experienced school leaders to look at the future delivery of the curriculum and how this will ensure equity of experience for all of our young learners.

Research/literature evidence	As above regarding, roll projections.
Service user experience information	Once the new school is complete, the project team in collaboration with the school will undertake a post occupancy evaluation to assess how the accommodation is functioning and is enable the delivery of quality of teaching and learning. The school management team and the community are fully involved and consulted during project planning, to ensure that all stakeholders are fully involved in the process.
Consultation and involvement findings	Once the opening capacity of the school is agreed. Education will undertake a period of statutory consultation, which will consult on what the catchment for the new school will be. There will also be consultation with the community regarding the school.
Good practice guidelines	
Other (please specify)	
Is any further information required? How will you gather this?	No.

5. How does the policy meet the different needs of groups in the community?

	Issues identified and how the strategy addresses these
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<ul style="list-style-type: none"> ❑ Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) ❑ Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) ❑ Refugees and asylum seekers ❑ People with different religions or beliefs (includes people with no religion or belief) ❑ Lesbian, gay, bisexual and heterosexual people ❑ People who are unmarried, married or in a civil partnership 	<p>As detailed above the replacement school will provide enhanced, bespoke facilities for learners with Additional support needs and disability. There has been detailed consultation with recognised professionals to ensure these facilities will be the best to serve the students requiring support and assistance.</p> <p>No groups will be disadvantaged as a result of this project</p> <p>As above</p> <p>All beliefs and religions will be able to access the campus</p> <p>All sexual orientations will benefit from this project</p> <p>No groups will be disadvantaged as a result of this project</p>
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<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> <input type="checkbox"/> Unemployed <input type="checkbox"/> People on benefits <input type="checkbox"/> Single Parents and vulnerable families <input type="checkbox"/> Pensioners <input type="checkbox"/> Looked after children <input type="checkbox"/> Those leaving care settings (including children and young people and those with illness) <input type="checkbox"/> Homeless people <input type="checkbox"/> Carers (including young carers) <input type="checkbox"/> Those involved in the community justice system <input type="checkbox"/> Those living in the most deprived communities (bottom 20% SIMD areas) <input type="checkbox"/> People misusing services <input type="checkbox"/> People with low literacy/numeracy <input type="checkbox"/> Others e.g. veterans, students 	<p>All categorised groups within the schools catchment will be able to access and benefit from the new school campus.</p> <p>By their nature schools are welcoming, inclusive environments, as a local authority, we make every effort to ensure inclusivity and equality are at the forefront of our Educational approach. No local resident will be</p>
<p>Geographical communities</p> <ul style="list-style-type: none"> <input type="checkbox"/> Rural/ semi rural communities <input type="checkbox"/> Urban Communities <input type="checkbox"/> Coastal communities 	<p>By the nature of the housing growth in the prospective catchment, the area is in the mainly urban.</p>

6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

Not identified.

7. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

Yes, the project will be carried out in the main by external contractors, who have equalities, human rights and inclusivity as part of their company charters.

8. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

During our statutory consultation process we cater and provide all relevant information to those with hearing loss or those with English as a 2nd language.

9. Please consider how your policy will impact on each of the following?

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	This new school with the specialised facilities for pupils with additional support needs will ensure these learners will receive enhanced specialist support. This is at the heart of our inclusive approach.
Promotes good relations within and between people with protected characteristics and tackles harassment	Not anticipated to positively or negatively impact upon this objective.
Promotes participation, inclusion, dignity and self control over decisions	Not anticipated to positively or negatively impact upon this objective.
Builds family support networks, resilience and community capacity	Not anticipated to positively or negatively impact upon this objective.
Reduces crime and fear of crime	Not anticipated to positively or negatively impact upon this objective.

Helps young people into positive destinations	<p>Local third sector organisations and it is expected that the workforce will predominantly live within a small geographical area.</p> <p>In terms of helping young people into positive destinations, this is central to our approach to ensure that all learners gain access into the further and higher education, or the workplace environment, we have a dedicated team Children, young people and partnerships focussing on the delivery of positive destinations.</p> <p>During the construction period as part of the main contractor's community benefits, we intend to create employment, training and apprenticeships for our students.</p> <p>As part of the Councils drive to improve attainment and improved outcomes for our young learners, we will continue to focus on literacy and numeracy.</p>
Supports local business	
Helps people to access jobs (both paid and unpaid)	
Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
The council must ensure that it provides sufficient statutory capacity for the pupils in each catchment. If the school is not created at a 1600 pupil, capacity, alternative provision will have to be identified elsewhere to ensure we meet our legal obligations. Until a decision is reached at Council, we are unable to ascertain what mitigations, if any would have to be addressed.				

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11. Sign off by Head of Service

Name: Fiona Robertson
Date: 14 November 2022