

# Diversity impact assessment

<b>TITLE</b> <i>Name/description of the issue being assessed</i>	<b>Proposals to change St Nicholas Infant School to a primary school</b>
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<b>DATE</b> <i>Date the DIA is completed</i>	<b>1 April 2019</b>
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<b>LEAD OFFICER</b> <i>Name of person responsible for carrying out the DIA.</i>	<b>Paul Clarke – Programme Lead School Organisation and Capital Services</b>
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**1 Summary description of the proposed change**

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

**Currently St Nicholas CE Infant School provide Key Stage 1 education for pupils between the ages of 4 and 7 in the Strood area. The proposals will result in the upper age limit being increased to age 11, meaning that the pupils can attend the school for the whole of their primary education rather than having to change schools t year 3 for Key Stage 2 education. If approved the proposals will be implemented on 1 September 2020.**

**2 Summary of evidence used to support this assessment**

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

**A period of informal consultation was undertaken between February and March 2019. During this time 31 responses were received, 24 approving the proposals and 7 either neutral (1) or objecting (6).**

**Whist the majority of all responses understood the educational benefits the proposals will provide the following were the objecting reasons.**

**The main comments (6) of those objecting was the impact of the expansion on local roads for traffic and parking. Other objections were;**  
**Other schools could expand**  
**Might affect the schools quality /community**  
**No room to expand.**

**Each of these is addressed within the Outcomes of consultation report. However it is believed that the benefits the proposals will deliver on the outcomes of the pupils who attend, outweighs the negative impacts that may arise from implementation.**

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### 3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age		YES	
Disability			YES
Gender reassignment	NA	NA	NA
Marriage/civil partnership	NA	NA	NA
Pregnancy/maternity	NA	NA	NA
Race	NA	NA	NA
Religion/belief		YES	
Sex	NA	NA	NA
Sexual orientation	NA	NA	NA
Other (eg low income groups)		YES	

### 4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

It is expected that any impacts will be positive e.g. primary aged pupils will be able to complete their primary education in one school, which is expected to improve outcomes and community cohesion.

### 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- Are there alternative providers?
- What alternative ways can the Council provide the service?
- Can demand for services be managed differently?

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No impacts are expected to be negative, but all responses to the subsequent statutory representation period will be considered within the criteria set out above to assess any potential negative impacts.

## 6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
Monitor responses to statutory representation period	PC	June 2019

## 7 Recommendation

*The recommendation by the lead officer should be stated below. This may be:*

- *to proceed with the change implementing action plan if appropriate*
- *consider alternatives*
- *gather further evidence*

*If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.*

Proceed with the change and implement proposals.

## 8 Authorisation

*The authorising officer is consenting that:*

- *the recommendation can be implemented*
- *sufficient evidence has been obtained and appropriate mitigation is planned*
- *the Action Plan will be incorporated into service plan and monitored*

**Assistant Director**

**Date**

Contact your Performance and Intelligence hub for advice on completing this assessment

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