



Full Equality Impact Assessment Record

Section 1:

Service:

Children, Young People and Learning

Title of strategy, policy or service:

Hillbourne Masterplan

Officers involved in the EQIA:

Jason Moors, Helen Rice

Type of strategy, policy or service (delete below as appropriate):

Existing:



New/proposed:



Changing/Update/ revision



Q1 – What is the aim of your strategy, policy, project or service?

The aim is accommodate Hillbourne Primary School in a single fit for purpose building and dispose of the surplus school land in order to provide housing in accordance with Borough of Poole housing targets.

Q2 – Who is it going to benefit and how? If this is a changing function say who it will affect or no longer benefit

The project will provide major benefits to the pupils, prospective pupils and staff at Hillbourne Primary School. The current accommodation arrangements have a number of issues for pupils and staff including long distances to walk between classrooms and buildings and the security and child protection issues that this presents.

The housing development will provide benefits to prospective home owners. Depending on the amount of affordable housing that is built on the site, there will be a particular benefit for prospective first time buyers and those from lower income brackets.

If an extra care facility is located on the site, this will provide significant benefits for those who use, or may use in the future, adult social care services. A modern facility will be far better equipped to cope with the needs of service users, some of whom may have complex needs.

Q3 – What outcomes do you want to achieve?

The buildings that currently make up Hillbourne Primary School have a number of significant condition issues, are coming to the end of their lifespan, meaning that the school has to spend a significant proportion of its budget on the upkeep and maintenance of the premises, which is exacerbated by the costs of running two buildings that have a combined floor area far excess of what is necessary for a 2FE primary school. A successful outcome would see the spending a far lower proportion of their budget on condition issues, which could be used on improving education standards for pupils.

Due to their age and condition, the buildings present an unattractive prospect for potential pupils and their parents, which is a contributing factor to the school being under capacity. A successful project would see an increase in the number of pupils, which would in turn lead to increased funding that could be spent on improving educational standards for the pupils. The ultimate goal of both of these aims is to improve outcomes for all pupils in Hillbourne Primary School at KS1 and KS2.

To increase the number of affordable homes in the Borough?

Q4 – How will you put this into practice? Who is involved in this?

The project will establish a sound governance structure that ensures the involvement of stakeholders and proactive input from those with the required skills and experience.

The project has a strong Strategic Programme Board chaired by the Chief Executive and includes representatives from CYP&L, Hillbourne Primary School, Housing, Finance, Legal, Strategic Planning and Estates. The project will be co-ordinated by a Borough of Poole project manager with support from a project officer. The role of this board is to agree the strategy with respect to the site, report its findings to Cabinet at the appropriate gateways, and oversee the work of the dedicated Project Boards.

The 'Education Work Stream' will have its own Project Board chaired by the Head of Service for CYP&L and includes representatives from Hillbourne Primary School, Legal, Planning, Finance, Strategic Procurement, and Communications.

The 'Housing Work Stream' will have its own Project Board chaired by the Head of Service for Housing and includes representatives from Legal, Estates, Planning, Finance, Strategic Procurement, and Communications.

Q5 – Are there barriers to doing this?

There is currently a large funding gap between the amount of funding currently available to Borough of Poole and money needed to refurbish and extend or rebuild Hillbourne Primary School. The aim of the Masterplan is to determine a funding strategy through the development of the surplus land that will be sufficient to fund the accommodation of the school in a single fit for purpose building.

In order to dispose of the school land that will be made surplus when Hillbourne Primary School is accommodated in a single building, section 77 approval needs to be granted by the Secretary of State. Without this being granted, the project will be unable to secure the funds required to develop Hillbourne Primary School.

Possible objections from local neighbours?

Section 2: Information gathering and judging impact

Q6 - What does the existing information and data tell us about the likely impact on different groups?

General/all equality groups

The percentage of pupils at the school who are eligible for free school meals is 20.5%, which is significantly above the Borough average for non special primary schools (13.8%). The percentage of children with Special Educational Needs is 16.1%, above the Borough average of 14.9%. The new school will provide better facilities and, depending upon the agreed method of delivery for the housing, there may be scope for new

Age

The pupils at Hillbourne Primary School are aged between 4 and 11 years old; these pupils will benefit from improved facilities if they are accommodated within a new school.

Disability

The project will ensure that the school is more accessible for disabled pupils and staff by installing lifts to the first floor. Improved facilities and outcomes at Hillbourne Primary School will benefit the pupils that they have who have additional learning needs. Improved access to bus routes will be facilitated by improved pedestrian access in the scheme.

Gender reassignment

Private cubicles are available for all children and staff for privacy.

Pregnancy and maternity

There will be opportunity for parents of young children in the local area to use the pre-school facilities on the site. Parents will also have the opportunity to send their children to Hillbourne Primary School, meaning that they will only have to make the journey to single site

Race

A variety of people from different racial backgrounds will attend the school and purchase the prospective housing.

Sex

A variety of people from different sexes will attend the school and purchase the prospective housing.

Religion or belief

A variety of people with different religions and beliefs will attend the school and purchase the prospective housing.

Sexual orientation

A variety of people with different sexual orientations will attend the school and purchase the prospective housing.

Socially excluded groups**Q7 – Does this have any impact on the workforce or other Human Resources issues in relation to equality?**

No. Please give explain your answer.

The school staffing levels will not change as Hillbourne will still be a 2FE primary school.

If this is negative discuss it with your HR advisor.

**Q8 - Is there any potential for direct or indirect discrimination? No
If yes, please use the action plan below to say how this will be mitigated**

Section 3: Action planning

Issue	Objective/ Intended outcome	SMART action	Performance Target	Lead	Deadline
General equality issues					
Age					
Disability					
Gender reassignment					
Pregnancy and maternity					
Race					
Religion or belief					
Sex					
Sexual orientation					
Socially excluded groups					

EQIA approved by:

Date:

Contact number:

Review date:

Send a copy of your completed screening to your Unit's Equality Rep for publication