

Equality and Safety Impact Assessment


The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Creation of an Additional 1,500 Secondary School Places And future proposals to increase the provision of SEND (specialist) school places.
Brief Service Profile (including number of customers)	
There are currently around 10,800 children and around six hundred staff who work in the twelve secondary schools in the city. All school facilities are open for community use in the City.	
Summary of Impact and Issues	
<p>The Education Capital Programme has yet to be formally approved by Council. This EISA will be continually monitored, evaluated and updated throughout the programme.</p> <p>Accessibility to schools and buildings – Southampton CC needs to ensure all new buildings are fully accessible to all</p> <p>Schools are community facilities the impact on the whole communities they serve.</p>	
Potential Positive Impacts	
As the proposals will involve the creation of new buildings and	

accommodation there is an excellent opportunity to ensure best practice is embraced in the design and construction of buildings in line with our duties within Equalities Act and all other relevant legislation.

In the development of the Programme Blueprint all community users of schools facilities will be considered in the specification and design of the buildings

Responsible Service Manager	Paul Atkins
Date	June 28 th 2018
Approved by Senior Manager	Hilary Brooks 
Date	June 28 th 2018

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	The principle cohort of schools are Children and Young People and therefore the designs for new buildings will need to be aligned fully to the needs of children and will need t	Adoption of Building Bulletin BB103 guidelines in the design of new school accomodation
Disability	The Education Capital Programme will adopt a fully inclusive approach SEND specialists within Southampton City Council will be engaged and involved in the design of facilities The SEND Code of Practice	Ensure all new buildings are fully accessible and designed and built in line with all regulations and best practice. SEND representation on Programme Board Building Bulletin 101 – SEND places
Gender Reassignment	To be reviewed, updated and monitored throughout the programme	To be reviewed and monitored throughout the programme

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Marriage and Civil Partnership	To be reviewed, updated and monitored throughout the programme	To be reviewed, updated and monitored throughout the programme
Pregnancy and Maternity	To be reviewed, updated and monitored throughout the programme	To be reviewed, updated and monitored throughout the programme
Race	To be reviewed, updated and monitored throughout the programme	To be reviewed, updated and monitored throughout the programme
Religion or Belief	To be reviewed, updated and monitored throughout the programme	To be reviewed, updated and monitored throughout the programme
Sex	To be reviewed, updated and monitored throughout the programme	To be reviewed, updated and monitored throughout the programme
Sexual Orientation	To be reviewed, updated and monitored throughout the programme	To be reviewed, updated and monitored throughout the programme
Community Safety	Buildings and their use will be fully considered in the design and construction in order to promote community safety and reduce crime	Ensure buildings are safe and secure and designed in line with best practice and building regulations
Poverty	To be reviewed, updated and monitored throughout the programme	To be reviewed, updated and monitored throughout the programme
Health & Wellbeing	To be reviewed, updated and monitored throughout the programme	To be reviewed, updated and monitored throughout the programme
Other Significant Impacts	To be reviewed, updated and monitored throughout the programme	To be reviewed, updated and monitored throughout the programme