

Equality Impact Assessment (EqIA)

1. Who is completing the EqIA and why is it being done?

Proposal	DEVELOPER CONTRIBUTIONS TO NEW SCHOOLS
Names of those involved in completing the EqIA	Kate Leahy
Head of Service or Business Manager	Pauline Davis
Team/Department	School Planning Team
Lead officer contact details	Kate Leahy
Focus of EqIA – what are you assessing?	<p>To consider any impact of changed approach to seeking financial contribution from Developers to school buildings.</p> <p>This is proposed in light of the Education and Skills Funding Agency's (ESFA) policy and practice to build schools at the lower end of the BB103 range, officers consider that the high- level costs associated with the county council's approach is no longer considered sustainable in the context of seeking developer contributions to school buildings</p>
Stakeholders	<p>Pupils Staff Local planning authorities County Councillors Officers of the county council</p>

2. List of data sources used for this EqIA

A range of useful local data on our communities can be found on [Herts Insight](#) and on the [Equalities Hub](#)

Title and brief description	Date	Gaps in data
Cost Estimate for new school buildings (produced by Mace) Engagement with other local authorities Projects undertaken by the ESFA in Hertfordshire	January to June 2018	No gaps have been identified. Any new school buildings would meet Department for Education (DfE) guidelines and Equality Act

3. Analysis and assessment: review of information, impact analysis and mitigating actions

Protected characteristic group	What do you know? What do people tell you?	What does this mean – what are the potential impacts of the proposal(s)?	What can you do?
Age		It is not anticipated at this stage that the proposals will affect people disproportionately because of their age.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Disability		It is not anticipated at this stage that the proposals will affect people disproportionately because of their disability. However, the responsible Officer will continue to monitor closely this aspect.	Any issues identified or known, as well as the duties found within Part 6, Section 149 and Schedules 10 and 13 of the Equality Act 2010 concerning disability will be factored into the individual scheme designs. Any building scheme will also meet the requirements to avoid Disability Discrimination under Section 15 of the Equality Act 2010.
Gender reassignment		It is not anticipated at this stage that the proposals will affect people disproportionately because of their gender reassignment.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Pregnancy and maternity		It is not anticipated at this stage that the proposals will affect people disproportionately because of their pregnancy or maternity.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Race		It is not anticipated at this stage that the proposals will affect people disproportionately because of their race.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Religion or belief		It is not anticipated at this stage that the proposals will affect people disproportionately because of their religion or belief.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.

Protected characteristic group	What do you know? What do people tell you?	What does this mean – what are the potential impacts of the proposal(s)?	What can you do?
Sex/Gender		It is not anticipated at this stage that the proposals will affect people disproportionately because of their sex/gender.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Sexual orientation		It is not anticipated at this stage that the proposals will affect people disproportionately because of their sexual orientation.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Marriage and civil partnership		It is not anticipated at this stage that the proposals will affect people disproportionately because of their marriage or civil partnership.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Carers		It is not anticipated at this stage that the proposals will affect people disproportionately because of their caring responsibility.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Other relevant groups Consider if there is a potential impact (positive or negative) on areas such as health and wellbeing, crime and disorder, Armed Forces community.		It is not anticipated at this stage that the proposals will affect people in other relevant groups disproportionately.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of people in other relevant groups are identified then the Action Plan below will be amended accordingly.

Opportunity to advance equality of opportunity and/or foster good relations

All school buildings will meet the appropriate standards to ensure they meet Disability Discrimination Act (DDA) requirements

Conclusion of your analysis and assessment

OUTCOME AND NEXT STEPS	SUMMARY
<p>i. No equality impacts identified</p> <ul style="list-style-type: none">- No major change required to proposal	
<p>ii. Minimal equality impacts identified</p> <ul style="list-style-type: none">- Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate)- Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality- No major change required to proposal	
<p>iii. Potential equality impacts identified</p> <ul style="list-style-type: none">- Take 'mitigating action' to change the original policy/proposal, remove barriers or better advance equality- Set out clear actions in the action plan in section 4.	<p><i>Yes – in order to ensure that the change in policy is understood and that the individual scheme designs and that all building schemes are compliant with the Equalities Act 2010 the steps in the attached Action Plan have been identified</i></p>
<p>iv. Major equality impacts identified</p> <ul style="list-style-type: none">- The adverse effects are not justified, cannot be mitigated or show unlawful discrimination- You must stop and remove the policy [you should consult with Legal Services]- Ensure decision makers understand the equality impact	

4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Lead officer and timeframe
Stakeholders	Keep stakeholders informed of any impact of this change.			Kate Leahy Ongoing
Disabled Pupils	Ensure that all building schemes are compliant with the Equalities Act. Obtain information around individual needs of children with disabilities where a school is relocating			Kate Leahy Ongoing

This EqIA has been signed off by:

Lead Equality Impact Assessment officer: **Kate Leahy**
 Head of Service or Business Manager: **Pauline Davis**
 Review date: **22 June 2018**

Date: 21 May 2018
Date: 21 May 2018