**Equality Impact Assessment**

**Part 1: Background and information**

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| Title of proposal | Relocate St Columba’s RC High School from the existing school site of Woodmill Road, Dunfermline, and to relocate Woodmill High School from the existing school site of Shields Road, Dunfermline to a new single site, south of Calaiswood Crescent, adjacent to Roe Deer Place, Dunfermline (former Shepherd Offshore site), a site which will also encompass a new Fife College campus. |
| Brief description  of proposal (including intended outcomes & purpose) | This is a new proposal to relocate the secondary schools on a single campus, with sharing of a number of facilities such as assembly halls and sporting facilities. Whilst there are shared facilities, there is also separate accommodation for each individual school allowing them both to retain their own sense of identity and curriculum on offer.  The proposed site is located adjacent to Roe Deer Place, Dunfermline which is known as the former Shepherd Offshore site.  The state of the art campus would offer significant and educational advantages to the community. This is an innovate project which would see both schools linking with the Fife College Dunfermline campus and will be the first campus of this nature in Scotland. This project will provide the development of a campus that will support the needs of learners and community users from both school catchment areas and the wider Dunfermline and West Fife area.  The proposal has been consulted in accordance with the Schools (Consultation) (Scotland) Act 2010.  If this proposal is approved by Committee on 7 September 2021 this will result in pupils and staff being relocated to the single campus in August 2024 after the school has been completed. Within this proposal there will be no requirement to decant staff and pupils from their current schools.  It is expected that if approval is given, subject to planning consent, the new campus will be ready for August 2024.  It is important to note that there will be no changes to the operation of each of the secondary schools as they will maintain their own identity and operate under the one campus but led by their existing Headteachers and Leadership Teams.  There is likely to be some reduction in planned maintenance costs with the new campus as the back-log maintenance requirements for the existing schools will no longer be progressed following the completion of the new campus. |
| Lead Directorate / Service / Partnership | Shelagh McLean, Head of Service (Early Years and Directorate Support) |
| EqIA lead person | Avril Graham, Sustainable Estate Officer  Education & Children’s Services |
| EqIA contributors | All relevant consultees, as defined by the Schools (Consultation) (Scotland) Act 2010, were invited to participate in the formal consultation process. The Equality Impact Assessment was contributed to by a range of staff within Fife Council and Fife College. |
| Date of EqIA | 14 July 2021 |

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| How does the proposal meet one or more of the general duties under the Equality Act 2010? (Consider proportionality and relevance on p.12 and see p.13 for more information on what the general duties mean). If the decision is of a strategic nature, how does the proposal address socio-economic disadvantage or inequalities of outcome?) | |
| General duties | **Please Explain** |
| Eliminating discrimination, harassment and victimisation | Spacious accommodation will allow young people to socialise in a variety of areas both inside and out and this will include accessible areas to include any young people with additional support needs. The building has been designed to have open feeling so that pupils will be seen and should remove possible areas where bullying, isolation or intimidation might take place eg. toilet areas. |
| Advancing equality of opportunity | Existing pupils who will still attend St Columba’s RC High School and Woodmill High School on commencement of the new campus will have an enhanced learning environment within a modern purpose built campus which will be designed to ensure that it enhances the existing levels of support to all building users, as well as those within the Department of Additional Support/Support for Learning, which will now offer specialist provision to pupils from both schools.   The offer of qualifications is currently enhanced through partnership working across both schools for senior pupils. Through the sharing of accommodation, it is expected that these opportunities can be further enhanced in an easily accessible way for all pupils.  The pupils from both school will be moving from a building which is rated “C” for condition, ie. poor to a campus designed with modern facilities and will be rated as “A” for condition when completed. This will provide a greater number of pupils being education in a “A” condition school.  There may be some negative impact for pupils who travel by bus to school. For pupils coming from the Kincardine area to attend St Columba’s RC High School they will have a slightly longer distance to travel by bus, approximately 1.3 miles extra. For pupils travelling from Ballingry area, they will have a shorter travel distance, approximately 1.3 miles less. However, transport will continue to be provided for pupils from their local area directly to the new campus who are over 2 miles in distance. Therefore, a number of pupils may have to travel further whereas a small number of pupils may have to travel less by bus transport.  A number of pupils living in the Abbeyview area of Dunfermline will have a greater distance to walk and a number of pupils will fall into the category of being between 1.5 miles and 2 miles from their secondary school. However, a discount is offer to those aged 14 and under who wish to travel by bus. The Education Service will assess available walking, as per existing policy from all directions to the new pedestrian access points of the new campus prior to the pupils starting on site.  All of the addresses located within the Woodmill High School catchment area are within 2 miles of the school, however there is a greater number of pupils that are living between 1.5 and 2 miles from the school and their journey time by foot will be greater.  Parents will be notified of any changes to existing transport entitlement prior to pupils transferring to the new school in August 2024. |
| Fostering good relations | There will be opportunities to build on the existing highly developed and successful partnerships with Fife College. |
| Socio-economic disadvantage | Whilst we recognise the journey to school will further extended for some pupils living within close proximity of their existing high school, across all socio-economic groups, we would continue to promote a healthy lifestyle which includes exercise and activity both within and outwith school, promoting active travel would contribute to this healthy lifestyle choice. |
| Inequalities of outcome | The Education Service are confident that the facilities and resources on offer within the proposed new campus will provide a wider range of curriculum opportunities, extra-curricular activities and inclusive approaches supporting a focus on improved outcomes for all of the young people. This includes an enhanced learning provision for young people with a range of additional support needs. |

Having considered the general duties above, if there is likely to be no impact on any of the equality groups, parts 2 and 3 of the impact assessment may not need to be completed. Please provide an explanation (based on evidence) if this is the case.

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**Part 2: Evidence and Impact Assessment**

**Explain what the positive and / or negative impact of the policy change is on any of the protected characteristics**

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| Protected characteristic | Positive impact | Negative impact | No impact |
| Disabled people | Children, staff and parents with restricted mobility will benefit from the relocation to a single campus which will be completely accessible throughout the campus for all building users and visitors. | Children with Additional Support Needs may experience a negative impact associated with a change in routine, change of building or loss of contact with familiar places, adults or resources. An enhanced transition to the new campus will minimise any risks associated with this change. |  |
| Sexual orientation |  |  | No impact |
| Women |  |  | No impact |
| Men |  |  | No impact |
| Transgendered people |  |  | No impact |
| Race (includes gypsy travellers) |  |  | No impact |
| Age (including older people aged 60+) | Community groups will have access to community use facilities on offer, which will be located within the campus. |  |  |
| Children and young people | Enhanced facilities provide greater flexibility and enhanced opportunities for pupils. Pupils within the DAS will have access to mainstream education within one campus | Children with Additional Support Needs may experience a negative impact associated with change in routine, change of building or loss of contact with familiar places, adults or resources. An enhanced transition to the new campus will minimise any risks associated with this change. |  |
| Religion or belief |  | There may be the perception that the ethos of St Columba’s RC HS will be lost. However, the school will still continue to deliver their faith education and their beliefs seen in and around the campus. The vision and values of both schools will be retained and promoted throughout the campus relating to both school communities. |  |
| Pregnancy & maternity |  |  | No impact |
| Marriage & civil partnership |  |  | No impact |

Please also consider the impact of the policy change in relation to:

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|  | Positive impact | Negative impact | No impact |
| Looked after children and care leavers | Enhanced facilities provide greater flexibility and enhanced opportunities for pupils. Pupils within the DAS will have access to mainstream education under one campus. The structure of staffing will ensure ongoing support for our most vulnerable young people. |  |  |
| Privacy (e.g. information security & data protection) |  |  | No impact |
| Economy |  | The local economy of Abbeyview may be impacted upon by the loss income from pupils from the two school communities. |  |

* Please record the evidence used to support the impact assessment. This could include officer knowledge and experience, research, customer surveys, service user engagement.
* Any evidence gaps can also be highlighted below.

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| Evidence used | Source of evidence |
| 1. Knowledge of existing school provision/practice | Officer discussion/ consultation |
| 1. Proposed facilities and accommodation | School layout plans |
| 1. Feedback from parents, pupils and the wider public | Consultation sessions. |
| Evidence gaps | **Planned action to address evidence gaps** |
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| 2. |  |
| 3. |  |

**Part 3: Recommendations and Sign Off**

(Recommendations should be based on evidence available at the time and aim to mitigate negative impacts or enhance positive impacts on any or all of the protected characteristics).

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| Recommendation | Lead person | Timescale |
| 1. Ensure young people with additional support needs have an enhanced transition prior to relocating to the new campus | Headteachers | August 2023 onwards |
| 1. Plan a communication strategy for all stakeholders prior to August 2024 | Education Manager/Sustainable Estate Officer/Communications Team | Ongoing |
| 1. Manage staff group transition and welfare | Headteachers | August 2023 onwards |
| 1. Ensure walked route assessments are completed enabling pupils to understand their most accessible walking route | Education/Transportation/ Community Safety | August 2023 onwards |
| 5. |  |  |

**Sign off**

(By signing off the EqIA, you are agreeing that the EqIA represents a thorough and proportionate analysis of the policy based on evidence listed above and there is no indication of unlawful practice and the recommendations are proportionate.

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| Date completed:  05/08/2021 | Date sent to Community Investment Team:  [Enquiry.equalities@fife.gov.uk](mailto:Enquiry.equalities@fife.gov.uk) |
| Senior Officer:  Avril Graham | Designation:  Sustainable Estate Officer |

FOR COMMUNITY INVESTMENT TEAM ONLY

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| EqIA Ref No. | 770/21/E&CS |
| Date checked and initials | 9th August 2021 ZR |

**Equality Impact Assessment Summary Report (Shelagh may need updating)**

(to be attached as an Appendix to the committee report or for consideration by any other partnership forum, board or advisory group as appropriate)

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| Which Committee report does this IA relate to (specify meeting date)?  7 September 2021 – Education & Children’s Sub-Committee  Report titled “Final Consultation Report on the Proposal to Relocate St Columba’s RC High School and Woodmill High School”. |
| What are the main impacts on equality?  There will be positive aspects and benefits for all pupils and community users by the proposed relocation to a single campus. The new campus will be purpose built to accommodate all building users and be fully accessible for all pupils, parents, staff and community users.  There may a small number of pupils who have a slightly further distance to travel by bus (1.3 miles) however, for some other pupils travelling by bus they will have a shorter distance.  For the pupils living in the Abbeyview area, the majority of them will have a longer distance to walk, however, their distance is still within the Council’s policy of within 2 metres to their catchment secondary school.  The Department of Additional Support/Support for Learning area for the campus will be able to support pupils from both St Columba’s RC High School and Woodmill High School but would still allow pupils to attend their mainstream classes. The proposed change may result in a small number of pupils not settling in the first instance to their new environment, with a change of building and classroom environment. However, an enhanced transition will be arranged for these pupils and other pupils who may find the relocation unsettling.  The proposed new campus located on the same site as Fife College should continue the well-established links with the college and collaborative working. The facilities on offer in the campus will be available for all community users to experience. |
| In relation to a strategic decision, how will inequalities of outcome caused by economic disadvantage be reduced?  There is likely to be an economic disadvantage to the local businesses as a result of less pupils leaving their school to eat off site. However, the Abbeyview community should still see some footfall from local residents. |
| What are the main recommendations to enhance or mitigate the impacts identified?  An enhanced transition for disabled pupils or pupils with additional support needs will be provided to mitigate any potential negative impact. |
| If there are no equality impacts on any of the protected characteristics, please explain.  n/a |
| Further information is available from: Name / position / contact details:  Avril Graham, Sustainable Estate Officer, Education & Children’s Services Directorate ext. 444204 – email [avril.graham@fife.gov.uk](mailto:avril.graham@fife.gov.uk) |