

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



**THE PROPOSAL TO CLOSE NORTH BERWICK NURSERY SCHOOL
AS A STAND-ALONE NURSERY SCHOOL AND TO RE-DESIGNATE
IT TO A NURSERY STAGE WITHIN LAW PRIMARY SCHOOL**

April 2018

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Proposed closure and re-designation of North Berwick Nursery School Law Primary School Nursery Class
Completion Date	13.4.18
Completed by	David Scott
Lead officer	Fiona Robertson

Type of Initiative:

- Policy/Strategy
- Programme/Plan
- Project
- Service
- Function
- Other
- New or Proposed
- Changing/Updated
- Review or existing

1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

North Berwick Nursery School will be closed and re-designated to Law Primary School Nursery Class. The re-designation of North Berwick Nursery School to Law Primary School Nursery Class will take effect from August 2018. The proposed closure and re-designation will directly affect Law Primary School and North Berwick Nursery School. The educational benefits that will arise from this proposal for children affected or likely to be affected were outlined in the Consultation Proposal Document. It is believed that this proposal is the most reasonable, viable and appropriate course of action open to the Council in providing primary education and early learning & childcare provision within the context of these schools.

2. What will change as a result of this policy?

North Berwick Nursery School will be closed as a standalone nursery and re-designated to a stage within Law Primary School from August 2018. Children attending the re-designated nursery class will remain within the present campus.

3. Do I need to undertake an Integrated Impact Assessment?

High Relevance	Yes/no
1. The policy/ proposal has consequences for or affects people	Yes
2. The policy/proposal has potential to make a significant impact on equality	No
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	No
4. The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
5. The policy/proposal has little relevance to equality	Yes
6. The policy/proposal has negligible impact on the economy	Yes
7. The policy/proposal has no/ minimal impact on the environment	Yes
<p>If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.</p> <p>The proposal will formalise current management and staffing operations that are already in place through the shared headship under a single management structure with Law Primary School.</p>	

If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.

If you have identified that your project will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment.

4. What information/data/consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	The roll for North Berwick Nursery School is expected to increase over the next five years to a peak of 223 pupils, fluctuating thereafter between approximately 130 and 220 pupils due to an expected increase in the number of nursery children arising from committed and planned housing in the local area as a result of the Proposed Local Development Plan (LDP) 2016.
Data on service uptake/access	See Above
Data on quality/outcomes	N/A
Research/literature evidence	N/A
Service user experience information	N/A
Consultation and involvement findings	<p>The consultation period commenced at 12.00am on Tuesday 24th October 2017 and lasted until 12.00am on Monday 4th December 2017, being a period of six weeks, which also included the statutory minimum 30 school days.</p> <p>This involved pupils, parents and carers, Parent Councils; and key community stakeholders.</p> <p>The Head of Education and other council officers undertook a programmed series of meetings as part of this consultation process. This involved meetings and other forms of communication with:</p> <ul style="list-style-type: none"> • The Parent Council of Law Primary School • The parents of pupils at Law Primary and North Berwick Nursery School • The parents of any children expected to Law Primary School and North Berwick Nursery School within two years of the date of publication of the proposal paper • The pupils at Law Primary School and North Berwick Nursery School • The staff at Law Primary School and North

Berwick Nursery School

- The trade union representatives of the above staff
- Community Groups.

The North Berwick Coastal Ward Community and other interested parties were invited to respond to the proposal by making written, electronic or online submissions on the proposal.

The Council has met the minimum requirements set out in the Schools (Consultation) (Scotland) Act 2010 with regards to ensuring the views of all members of the community were listened to and their views are included.

The Council received 35 responses to the questionnaire during the consultation period.

Within this small sample size a clear majority of respondents to the questionnaire (59%) support the proposal. 32% of questionnaire respondents oppose the proposal while 9% have no opinion.

A number of common themes emerged from the questionnaire and oral responses, and can be grouped as follows:

- Closure and moving of the nursery building - outdoor space
- Wraparound care - location and closure of building
- Management structure and staffing for the nursery

All these concerns were responded to in the consultation report and, where appropriate, will form actions for the Council.

Education Scotland reported that the proposal to close and re-designate North Berwick Nursery School to Law Primary School Nursery Class has clear educational benefits to children in each of the affected schools:

Improved transitions for children as they progress from nursery to primary school should result from greater opportunities for collaboration and professional learning for all staff. The proposal

	<p>formalises the current management and staffing arrangements through the creation of the former North Berwick Nursery as a nursery class within Law Primary School.</p> <p>Education Scotland noted that East Lothian Council needs to ensure the following, if the proposal is taken forward:</p> <ul style="list-style-type: none"> • To continue to work with those nursery staff who are not yet convinced of the benefits with regard to staffing and resourcing in the proposed new arrangements.”
Good practice guidelines	N/A
Other (please specify)	N/A
Is any further information required? How will you gather this?	As above

5. How does the policy meet the different needs of groups in the community?

	Issues identified and how the strategy addresses these
<p>Equality Groups</p> <ul style="list-style-type: none"> • Older people, people in the middle years, • Young people and children • Women, men and transgender people (includes issues relating to pregnancy and maternity) • Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) 	<p>Neutral impact.</p> <p>This proposal formalises existing arrangements already in place. Therefore there is a neutral impact on this group.</p> <p>This proposal formalises existing arrangements already in place. Therefore there is a neutral impact on this group.</p> <p>This proposal formalises existing arrangements already in place. Therefore there is a neutral impact on this group.</p>

<ul style="list-style-type: none"> • Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) • Refugees and asylum seekers • People with different religions or beliefs (includes people with no religion or belief) • Lesbian, gay, bisexual and heterosexual people • People who are unmarried, married or in a civil partnership 	<p>This proposal formalises existing arrangements already in place. Therefore there is a neutral impact on this group.</p> <p>This proposal formalises existing arrangements already in place. Therefore there is a neutral impact on this group.</p> <p>This proposal formalises existing arrangements already in place. Therefore there is a neutral impact on this group.</p> <p>This proposal formalises existing arrangements already in place. Therefore there is a neutral impact on this group.</p> <p>N/A</p>
<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Pensioners • Looked after children • Those leaving care settings (including children and young people and those with illness) • Homeless people • Carers (including young carers) • Those involved in the community justice system • Those living in the most deprived communities (bottom 20% SIMD areas) • People misusing services • People with low literacy/numeracy • Others e.g. veterans, students 	<p>This proposal formalises existing arrangements already in place. Therefore there is a neutral impact on this group.</p>

<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/ semi-rural communities • Urban Communities • Coastal communities 	<p>This proposal formalises existing arrangements already in place. Therefore there is a neutral impact on this group.</p>
--	--

6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

The Early Level in Curriculum for Excellence is intended to outline the experiences and outcomes for children from Nursery to the end of Primary 1 (3-6 years). The re-designation of North Berwick Nursery School as a nursery class supports continuity and progression in young children’s learning and will further develop and enhance current arrangements in place through the shared headship. The transition and continuity in learning between nursery and primary is enhanced by strong, consistent leadership across the Early Level. Young children will benefit from seamless transition between pre-school and primary with staff and management who know them well. The proposed closure and re-designation of the nursery school to a nursery class within Law Primary School will provide the opportunity to develop a coherent and progressive curriculum from Early Level through to Second Level. It will also provide the opportunity to develop consistent learning and teaching experiences for pupils across both existing schools. This should effect much smoother pastoral and curricular transitions.

7. Is any part of this policy/ service to be carried out wholly or partly by contractors?

No

If yes, how have you included equality and human rights considerations into the contract?

8. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

The Education Service will liaise with the Council Communication Team on how it will communicate information to those identified above.

9. Please consider how your policy will impact on each of the following?

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	No material change would result from the proposal
Promotes good relations within and between people with protected characteristics and tackles harassment	No material change would result from the proposal
Promotes participation, inclusion, dignity and self-control over decisions	No material change would result from the proposal
Builds family support networks, resilience and community capacity	No material change would result from the proposal
Reduces crime and fear of crime	No material change would result from the proposal
Promotes healthier lifestyles including <ul style="list-style-type: none"> • diet and nutrition, • sexual health, • substance misuse • Exercise and physical activity. • Life skills 	No material change would result from the proposal
Environmental	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	N/A


Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms or transport	
Improves the physical environment e.g. housing quality, public and green space	
Economic	
Maximises income and /or reduces income inequality	N/A
Helps young people into positive destinations	
Supports local business	
Helps people to access jobs (both paid and unpaid)	
Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	N/A

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
None				

It should be noted that this Integrated Impact Assessment should not be seen as a one off exercise. The true impact of a policy or project may only become clear once it is implemented or operating in practice. It follows, therefore, that any other negative impacts not highlighted in this assessment but which are emerge through the consultation process or after its proposed implementation will be addressed at an appropriate time.

11. Sign off by Head of Service



Name: Fiona Robertson

Date: 23/04/2018