

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.

<b>Name or Brief Description of Proposal</b>	Weston Shore Infants School (Replacement of Roof)
<b>Brief Service Profile (including number of customers)</b>	
Weston Shore Infants School is an infant school located on the Weston Estate in Southampton. This is one of the most deprived wards in the City. The school has a Published Admission Number of 30 and educates children from Year R through to Year 2.	
<b>Summary of Impact and Issues</b>	
In December 2017 Weston Shore Infant School was inspected by Ofsted and assessed as inadequate. As a consequence the Regional Schools Commissioner issued a Direct Academy Order requiring the school to be transferred to an Academy Trust. The nominated Academy Trust in this instance is Hamwic Academy Trust.	
<b>Potential Positive Impacts</b>	
The City Council is required to take reasonable measures to ensure the buildings are handed over in a reasonable and safe condition. The flat roof on the school is at the end of its economic life and requires a complete replacement. The replacement of the roof at the school will improve the accommodation at the school and enhance the buildings significantly. The proposals are to enter into a financial agreement with Hamwic Education Trust for the trust to replace the existing roof with a new roof as part of the conversion to an academy.	

<b>Responsible Service Manager</b>	Paul Atkins
<b>Date</b>	28 <sup>th</sup> March 2019
<b>Approved by Senior Manager</b>	Derek Wiles (Education Service Lead)
<b>Date</b>	28 <sup>th</sup> March 2019

**Potential Impact**

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	4 to 6	
<b>Disability</b>	The provision of a new roof at Weston Shore Infants School will have a positive impact on everyone who either works at the school; visits the school; teaching staff; governors and the children who are educated at the school.	
<b>Gender</b>		
<b>Reassignment</b>		
<b>Marriage and Civil Partnership</b>		
<b>Pregnancy and Maternity</b>		
<b>Race</b>		
<b>Religion or Belief</b>		
<b>Sex</b>		
<b>Sexual Orientation</b>		
<b>Community Safety</b>		
<b>Poverty</b>		
<b>Health &amp; Wellbeing</b>		
<b>Other Significant Impacts</b>		