

## √Section 4 Integrated Impact Assessment

### Summary Report Template

Each of the numbered sections below must be completed

Interim report		Final report	√	(Tick as appropriate)
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**1. Title of plan, policy or strategy being assessed**

Merging Nursery Schools with Primary Schools

**2. What will change as a result of this proposal?**

Stand alone nursery schools will be merged with neighbouring primary schools and managed by the Primary Head Teacher.

**3. Briefly describe public involvement in this proposal to date and planned**

Engagement with the public affected by this proposal (parents/carers) will be undertaken if the proposal is accepted by Councillors.

**4. Date of IIA**

17.1.20

**5. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)**

Name	Job Title	Date of IIA training	Email
Andy Gray	Head of Service		<a href="mailto:Andy.gray@edinburgh.gov.uk">Andy.gray@edinburgh.gov.uk</a>
Lynn Paterson	Senior Education Manager, Early		<a href="mailto:Lynn.paterson@edinburgh.gov.uk">Lynn.paterson@edinburgh.gov.uk</a>

<b>Donna Murray</b>	<b>years</b>	<b>23.01.18</b>	<a href="mailto:Donna.murray@edinburgh.gov.uk">Donna.murray@edinburgh.gov.uk</a>
<b>Georgina Cronin</b>	<b>Senior Education Officer</b>	<b>23.01.18</b>	<a href="mailto:Georgina.cronin@edinburgh.gov.uk">Georgina.cronin@edinburgh.gov.uk</a>
	<b>Operational Support Officer</b>		

## 6. Evidence available at the time of the IIA

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
Data on populations in need	Yes	Approximately 10,000 children aged 3-4 years old attend a funded early learning and childcare setting in Edinburgh.
Data on service uptake/access	Yes	<p>Edinburgh has a total of 96 local authority early years settings.</p> <p>72 Primary Schools</p> <p>8 Stand alone Nursery Schools</p> <p>16 Early Years Campus/Centres</p> <p>Eight nursery schools are managed by Headteachers in Edinburgh and are registered with the Care Inspectorate to deliver a combined total of 418 places, ranging from a capacity of 25 to 64 places. Nursery schools provide approximately 7% of the required places for Edinburgh's eligible 3-4 year olds.</p> <p>The remaining 88 local authority settings are registered for between 20-164 places.</p>
Data on equality outcomes	Yes	<p><u>Across all LA settings</u> the percentage with a grade of Good or above for the four Care Inspection Themes is as follows</p> <p>Quality of Care and Support 98%</p> <p>Quality of Environment 100%</p>

Evidence	Available?	Comments: what does the evidence tell you?
		<p>Quality of Staffing 100%</p> <p>Quality of Management and Leadership 99%</p>
Research/literature evidence	Yes	<p>Growing Up In Scotland research findings - <i>In terms of the characteristics of pre-school education that have an impact on child development outcomes between the ages of 3 and 5 – of the various characteristics considered – type of provision, quality of provision, weekly duration of attendance, the size of the pre-school setting and having attended a nursery or playgroup setting prior to starting pre-school – only the grading on the Care Inspectorate’s theme of ‘care and support’ was found to be associated with assessed child outcomes, after controlling for differences in children’s backgrounds.</i><sup>3</sup> <a href="https://growingupinScotland.org.uk/about-gus/key-findings/#5">https://growingupinScotland.org.uk/about-gus/key-findings/#5</a></p> <p>CHANGES IN EARLY LEARNING AND CHILDCARE USE AND OUTCOMES AT AGE 5: COMPARING TWO GROWING UP IN SCOTLAND COHORTS <a href="https://www2.gov.scot/Resource/0052/00528287.pdf">https://www2.gov.scot/Resource/0052/00528287.pdf</a></p> <p>Care Inspectorate - Early learning and childcare statistics 2017 <a href="http://www.careinspectorate.com/images/documents">http://www.careinspectorate.com/images/documents</a></p>
Public/patient/client experience information	Yes	See data from Growing Up in Scotland findings.
Evidence of inclusive engagement of service users and involvement findings	Yes	See data from Growing Up in Scotland findings.
Evidence of unmet need	N/A	
Good practice guidelines	Yes	<p>Health and Social Care Standards <a href="http://www.newcarestandards.scot/">http://www.newcarestandards.scot/</a></p> <p>How Good is our Early Learning and Childcare <a href="https://education.gov.scot/improvement/documents/">https://education.gov.scot/improvement/documents/</a></p>

<b>Evidence</b>	<b>Available?</b>	<b>Comments: what does the evidence tell you?</b>
		Building the Ambition <a href="https://www2.gov.scot/Resource/0045/00458455.pdf">https://www2.gov.scot/Resource/0045/00458455.pdf</a>
Environmental data	N/A	
Risk from cumulative impacts	YES	The settings involved in this change will also be taking forward the early years expansion.  The early years team will have a key role in supporting staff through the change process to ensure children and families continue to receive high quality early learning and childcare.
Other (please specify)	N/A	
Additional evidence required	N/A	

**7. In summary, what impacts were identified and which groups will they affect?**

<b>Equality, Health and Wellbeing and Human Rights</b>	<b>Affected populations</b>
<p><b>Positive</b></p> <p>Due to challenges in appointing head teachers for nursery schools (recent recruitment for a temporary HT post at Tynecastle nursery only attracted two applications) and the changing demands of the service e.g. the need for more settings to open all year round and between 8am to 6pm, there have been a number of cases where nursery schools have merged with primary schools and are now managed by the primary head teacher. These are</p> <p>Kirkliston Nursery School – merged with Kirkliston Primary School</p> <p>Spinney Lane Nursery School – merged with Gilmerton Primary School</p>	<p>Children and Young People</p>

Calderglen Nursery School – merged with Murrayburn Primary School and now part of the Murrayburn Early Years Campus.

Lochrin Nursery School – merged with Tollcross Primary School and now part of the Tollcross Early Years Campus.

In all cases grades from Care Inspections for the quality of Management and Leadership has been maintained or improved ranging from Very Good to Excellent.

Opportunities for career progression for teaching staff within nursery schools is limited. Merging the remaining eight nursery schools with primary schools will increase the allocation of senior roles and the opportunity for all early years degree qualified staff to develop their leadership and management skills and provide continuity of learning for the children and families.

**Negative**

A public perception that merging services could be seen as a reduction in quality. However, sharing the information above and clear links between the early years and school would enhance relationships, continuous learning and smooth transitions.

**Environment and Sustainability**

**Positive**

N/A

**Negative**

N/A

**Affected populations**

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<b>Economic</b>	<b>Affected populations</b>
<p><b>Positive</b></p> <p>There are currently 7 head teacher in nursery schools not attached to a primary school. 1 is on a temporary contract until June 2020. Therefore, 6 of the current 7 permanent headteachers in nursery schools could be relocated to the senior leadership team within primary schools where vacancies exist.</p> <p><b>Negative</b></p> <p>N/A</p>	<p>Children and Young People</p>

**8. Is any part of this policy/ service to be carried out wholly or partly by contractors and how will equality, human rights including children’s rights , environmental and sustainability issues be addressed?**

N/A

**9. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.**

A range of communication tools will be used to reach out to people (staff and parents) regardless of their age, disability or language etc. Direct communication will be undertaken with head teachers in the form of meetings, letters and email.

**10. Does the policy concern agriculture, forestry, fisheries, energy, industry, transport, waste management, water management, telecommunications, tourism, town and country planning or land use? If yes, an SEA should be completed, and the impacts identified in the IIA should be included in this.**

N/A

### 11. Additional Information and Evidence Required

**If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.**

No further evidence is required.

### 12. Recommendations (these should be drawn from 6 – 11 above)

Further discussion should take place with head teachers in nursery and primary schools regarding the evidence gathered within this IIA

### 13. Specific to this IIA only, what actions have been, or will be, undertaken and by when? Please complete:

<b>Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)</b>	<b>Who will take them forward (name and contact details)</b>	<b>Deadline for progressing</b>	<b>Review date</b>
Monitoring of quality within settings involved in the merger will continue. This will include council officer	Donna Murray <a href="mailto:Donna.murray@edinburgh.gov.uk">Donna.murray@edinburgh.gov.uk</a>	From start of implementation	Yearly monitoring through annual update provided within Standard &

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
input e.g. QIEO visits and feedback from Care Inspections.			Quality Improvement Plans

**14. How will you monitor how this policy, plan or strategy affects different groups, including people with protected characteristics?**

The impact of merging these services will be monitored as outlined in Q12.

**15. Sign off by Head of Service/ Project Lead**

**Name Andy Gray, Head of Schools and Lifelong Learning**

**Date 17.1.20**

**16. Publication**

Send completed IIA for publication on the relevant website for your organisation. [See Section 5](#) for contacts.



## Section 5 Contacts

- **East Lothian Council**

Please send a completed copy of the IIA to [equalities@eastlothian.gov.uk](mailto:equalities@eastlothian.gov.uk) and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via [http://www.eastlothian.gov.uk/info/751/equality\\_diversity\\_and\\_citizenship/835/equality\\_and\\_diversity](http://www.eastlothian.gov.uk/info/751/equality_diversity_and_citizenship/835/equality_and_diversity)

- **Midlothian Council**

Please send a completed copy of the IIA to [zoe.graham@midlothian.gov.uk](mailto:zoe.graham@midlothian.gov.uk) and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via [http://www.midlothian.gov.uk/downloads/751/equality\\_and\\_diversity](http://www.midlothian.gov.uk/downloads/751/equality_and_diversity)

- **NHS Lothian**

Completed IIAs should be forwarded to [impactassessments@nhslothian.scot.nhs.uk](mailto:impactassessments@nhslothian.scot.nhs.uk) to be published on the NHS Lothian website and available for auditing purposes. Copies of previous impact assessments are available on the NHS Lothian website under Equality and Diversity.

- **The City of Edinburgh Council**

Completed impact assessments should be forwarded to [Strategyandbusinessplanning@edinburgh.gov.uk](mailto:Strategyandbusinessplanning@edinburgh.gov.uk) to be published on the Council website.

- **City of Edinburgh Health and Social Care**

Completed and signed IIAs should be sent to Sarah Bryson at [sarah.bryson@edinburgh.gov.uk](mailto:sarah.bryson@edinburgh.gov.uk)

- **Edinburgh Integration Joint Board**

Completed and signed IIAs should be sent to Sarah Bryson at [sarah.bryson@edinburgh.gov.uk](mailto:sarah.bryson@edinburgh.gov.uk)

- **West Lothian Council**

Complete impact assessments should be forwarded to the Equalities Officer.