

EQUALITY IMPACT ASSESSMENT FORM



Equality impact assessment is a legal requirement for all strategies, plans, functions, policies, procedures and services under the Equalities Act 2010. We are also legally required to publish assessments.

Section 1: Description

Department	Children , Families and Adults	Lead officer responsible for assessment	Fintan Bradley			
Service	School Organisation	Other members of team undertaking assessment	Barbara Dale			
Date	22 April 2013	Version	1			
Type of document (mark as appropriate)	Strategy	Plan √	Function	Policy √	Procedure	Service
Is this a new/existing/revision of an existing document (mark as appropriate)	New	Existing	Revision √			
Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation) Please attach a copy of the strategy/plan/function/policy/procedure/service	<p>Permission to commence formal consultation on proposed school expansions in Wilmslow area There are any other associated policies and procedures as set out below:-</p> <ul style="list-style-type: none"> • Children and Families, Capital Strategy 2013/2014 • Statutory consultation will be undertaken on these proposals as the changes, if approved, will fall within the category of a significant enlargement as the additional accommodation proposed for Wheelock Primary would increase the capacity by more than 30 pupils and by more than 25%. • The Local Authority must comply with statutory requirements as set out in The Education and Inspections Act 2006 (EIA 2006) and The School Organisation (Prescribed Alterations to Maintained Schools)(England) Regulations 2007 (as amended by The School Organisation and Governance (Amendment)(England) Regulations 2007 which came into force on 21 January 2008 and The School Organisation and Governance (Amendment)(England) Regulations 2009 which came into force on 1 September 2009). 					

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The aims, objectives and outcomes of this proposed change are as follows:-

The Wilmslow Local Area Partnership (LAP) has 10 primary schools and 1 secondary school covering the areas of Wilmslow, Handforth and Alderley Edge. The total primary school capacity across this area is 2498 pupil places, and currently provides 360 reception class places. Pupil forecasts for the Wilmslow LAP indicate a significant shortfall in pupil places across all schools and year groups of 227 by 2018. These forecasts exclude the Local Authorities preferred target of 4% 'operational surplus', which is a level of spare capacity intended to accommodate reasonable journey times to school, some degree of parental choice and flexibility to allow for mid-year entrants. To meet this target, current forecasts (October 2012 School Census) indicate the need for 327 pupil places by 2018.

The proposal, if determined, will provide additional primary school places within the Wilmslow area to address the forecast shortfall for this area. In addition, this will deliver a level of operational surplus for the Local Authority, which is a level of spare capacity intended to accommodate reasonable journey times to school, some degree of parental choice, and flexibility to allow for mid-year entrants. The proposals will therefore have a significant positive impact on the current projected shortfall in the number of school places in Wilmslow and on parental choice and, at worst, a neutral impact on vulnerable and minority groups in the community.

The outcomes of consultation will be summarised in a report to the Portfolio Holder for a decision to progress to the next stage of the process and issue public notices. In deciding whether or not to give permission to publish proposals it is a requirement both under DfE guidance and case law that the decision maker should consider the views expressed during consultation and take into account the Equality Impact Assessment. It is therefore imperative that full details of all views submitted are made available at the decision meeting.

Who are the main stakeholders?
(eg general public, employees, Councillors, partners, specific audiences)

- Children and their parents and carers
- Headteachers in schools in Wilmslow

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Section 2: Initial screening

Who is affected? (This may or may not include the stakeholders listed above)	Children and Young People Parents / Carers Schools
Who is intended to benefit and how?	Young Children and their parents and carers in the Wilmslow area.
Could there be a different impact or outcome for some groups?	This proposal will have a marginal positive impact for members of the local community.
Does it include making decisions based on individual characteristics, needs or circumstances?	Any decision on the proposal will not be based on any individual characteristics, needs or circumstances
Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)	
Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?	Consultation will be carried out over a 5 week period inviting feedback on the proposals from anyone with an interest.
Is there an actual or potential negative impact on these specific characteristics? (Please tick)	

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Age	Y	N √	Marriage & civil partnership	Y	N √	Religion & belief	Y	N √	Carers		N
Disability	Y	N √	Pregnancy & maternity	Y	N √	Sex	Y	N √	Socio-economic status		N
Gender reassignment	Y	N √	Race	Y	N √	Sexual orientation	Y	N √			
What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts										Consultation/involvement carried out	
										Yes	No
Age	This will positively impact on the number of school places for young people of primary school age in the Wilmslow area and thereby increasing opportunities for parental choice, in line with DfE guidance.					√					
Disability	The proposal will have a marginally positive impact on young people and parents with a disability because the provision of additional places will overall provide sufficient places closer to person's place of residence. The proposal will also offer greater parental choice for those families with wider caring responsibilities for household members with a disability.					√					
Gender reassignment	Admission Authorities are bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect. However, given the very young age of the pupils it is unlikely that any issues will arise in relation to these protected characteristics.					√					
Marriage & civil partnership	Admission Authorities are bound by the Admissions Code and Regulations and					√					

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	<p>this does not allow for any discrimination in this respect.</p> <p>Admissions to the schools are made following the published admission arrangements and over subscription criteria. All applications are considered against the over subscription criteria on a equal basis without reference to the marital status of the parent/carer.</p>		
Pregnancy & maternity	<p>Admission Authorities are bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect.</p> <p>Admissions to the schools are made following the published admission arrangements and over subscription criteria. All applications are considered against the over subscription criteria on a equal basis without reference to the status of the parent/carer</p>	✓	
Race	<p>Admission Authorities are bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect.</p> <p>The average recorded data across the Wilmslow primary schools is:</p> <ul style="list-style-type: none"> • 87% White • 5.6% Mixed/Dual Background • 4.3% Asian or Asian British • 0.5% Black or Black British • 2.6% Other Groups or Not recorded <p>The local authority has no reason to believe that any proposed expansion of schools would result in an overall change to the current demographics.</p>	✓	
Religion & belief	<p>Admission Authorities are bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect. The 3 schools proposed for expansion are either Academy status or Community schools</p>	✓	

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	and admission applications are considered against the published admission arrangements and over subscription criteria. Religion and belief do not form part of the admission arrangements or over subscription criterion for any of the schools and all applications will be considered on an equal basis irrespective of religious belief.		
Sex	The gender balance between girls and boys currently attending the Wilmslow schools with 52% male and 48% female.	✓	
Sexual orientation	Admission Authorities are bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect. However, given the very young age of the pupils it is unlikely that any issues will arise in relation to these protected characteristics.	✓	
Carers	The proposal will have a marginally positive impact on persons with dependents and will offer greater parental choice for those families with wider caring responsibilities.	✓	
Socio-economic status	It is considered that the proposal will have a positive impact on those children/young people included in this group as the proposal, if agreed, will provide more places locally for local families.	✓	
Proceed to full impact assessment? (Please tick)	Yes	No ✓	Date 8 April 2013

If yes, please proceed to Section 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

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Section 3: Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Are there any positive impacts of the policy (function etc....) on any of the groups? Please include evidence (qualitative & quantitative) and consultations	Please rate the impact taking into account any measures already in place to reduce the impacts identified High: Significant potential impact; history of complaints; no mitigating measures in place; need for consultation Medium: Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures Low: Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4)
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				

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Pregnancy and maternity				
Race				
Religion & belief				
Sex				
Sexual orientation				
Carers				
Socio-economics				
<p>Is this project due to be carried out wholly or partly by contractors? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)</p>				

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Section 4: Review and conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?	Further analysis to assess impact will be conducted over the coming weeks and if appropriate an updated EIA will be presented to the Portfolio Holder at the end of the Consultation period		
Lead officer signoff		Date	
Head of service signoff		Date	

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Please publish this completed EIA form on your website