

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Please read the brief guidance which provides essential information for anyone who is unfamiliar with the County Council Equality Impact Assessment process.

Background information:

Name:	Rachel Kiernan
Job Title:	Project Manager Provision Planning
Service area:	Children, Families and Communities – Provision Planning & Accommodation
Directorate:	CF&C
Telephone:	01905 844506
Email address:	rkiernan@worcestershire.gov.uk
Date assessment commenced:	22/05/2018
Date assessment completed:	24/05/2018

Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	PRESCRIBED ALTERATIONS TO SPECIAL SCHOOLS 2018 & 2019
Is this a new or an amended policy?	New
Does the policy form part of a wider programme which has already been screened for equality relevance?	No

Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	To increase the number of pupils at Rigby Hall and Wyre Forest for September 2018 and to enlarge Rigby Hall school and increase the number of places for September 2019.
Intended outcomes:	To increase the number of places at Special Schools to alleviate an increasing need for places for pupils currently in mainstream, alternative provision or out of county provision.
Please summarise how these outcomes will be achieved?	The schools can accommodate an increase in pupils within their existing accommodation for September 2018. For September 2019, special provision capital funding will be allocated to Rigby Hall school to enlarge the premises and increase the number of pupils for September 2019.
Where an existing policy is to be amended please summarise principle differences between the existing and proposed policies?	



Stage 2 - Information gathering/consultation

Please give details of data and research which you will use when carrying out this assessment:	Data related to demand for special school places – forecasts, lists of pupils waiting for special school places. Project information for increases at special schools.
Please give details of any consultation findings you will use when carrying out this assessment:	Initial consultation completed with special schools. Proposal is subject to a statutory process including formal consultation with stakeholders. Final decision will take any comments / objections into account.
Do you consider these sources to be sufficient?	Yes
If this data is insufficient, please give details of further research/consultation you will carry out:	
Please summarise relevant findings from your research/consultation:	81 education providers responded to initial consultations and 67 (83%) agreed with the recommendation to increase generic special school places within existing Worcestershire Special Schools.

Stage 3 - Assessing the equality impact of the policy

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups:

Protected characteristic	Adverse	Positive	Neutral
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Please provide details of all positive and adverse impact you have identified:	There is currently a known number of children and young people who have an identified need for a special school place. The LA has a responsibility to provide suitable education provision to all children and young people. This proposal is to increase special school places to support the needs / demand for places.
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Where possible please include numbers likely to be affected:	The proposals will create an additional 44 places in LA maintained special schools for September 2018 and an additional 25 places for September 2019.
Where potential adverse impact has been identified, can continuation of the proposed policy be justified?	No If yes, please explain your reasons:
Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty ?	Please indicate which of these aims is achieved through this policy: <ul style="list-style-type: none"> •Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. •Advance equality of opportunity between people who share a protected characteristic and those who do not. •Foster good relations between people who share a protected characteristic and those who do not Please explain how the policy contributes to achievement of any aims you have selected: This will support the LA to deliver its statutory responsibility to provide sufficient education provision for pupils with identified SEND, supporting children and young people to achieve the best outcomes. Support relationships between LA and parent / carers to find suitable education provision within Worcestershire for their children.
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none"> 1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. 2. To advance equality of opportunity between persons who share a relevant Protected Characteristic and persons who do not share it. 3. To foster good relations between persons who share a relevant Protected Characteristic and persons who do not share it. 	

Stage 4 - Action planning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified:

Planned action	By who	By when	How will this be monitored

Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	
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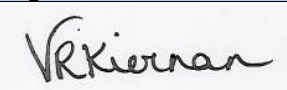

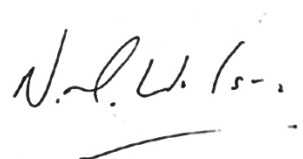
Stage 5 - Monitoring & Review



How frequently will proposed action be monitored?	
How frequently will intended outcomes be evaluated?	
Who will be responsible for monitoring and evaluation?	
How will you use the monitoring and evaluation results?	

Stage 6 - Publication

Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.

	Signature	Date
Completing Officer:		24/05/2018
Lead Officer:		25/05/2018
Service Manager:		25/05/2018