

## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #832

#### 1.0 Screening Information

**Project Name**

Proposed amends to the Education Planning Obligations Policy

**Name of Project Sponsor**

Sarah Wilkins

**Name of Project Manager**

Nicola Parkin

**Name of Project Lead**

Rachel Kiernan

**Please give a brief description of the project**

Due to changes to childcare entitlements and therefore the statutory duty on the LA, the Policy needs amending.

Due to changes in the proportion of children and young people with Education, Health and Care Plans in Worcestershire the Policy needs amending.

The proposed amends are being taken to February 2025 Cabinet to request permission to consult.

**Data Protection screening result**

Does not need a full impact assessment

**Equality and Public Health screening result**

Will require a full impact assessment

**Environmental Sustainability screening result**

Does not need a full impact assessment

#### 1.1 Background and Purpose

**Background and Purpose of Project?**

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

The Education Planning Obligations Policy document sets out the approach the Council will take in assessing the impact of new housing developments on education provision (0 – 25 yrs) and calculating the appropriate mitigation via conditions and planning obligations.

Following amends to statutory guidance for childcare entitlement for under 4 year olds and changes to the proportion of children and young people in Worcestershire with Education, Health and Care Plans, the Policy needs amending.

The proposed amendments are being taken to Cabinet in February 2025 to request permission to consult with stakeholders.

**Upload Business Case or Support documents**

[□ 2025-02-06 Education Planning Obligations S106 Cabinet Report v0.2.docx](#)

**Project Outputs**

Briefly summarise the activities needed to achieve the project outcomes.

Report to Cabinet in February 2025

If approved, Consultation March - April for 6 weeks

Following review of consultation feedback and any final amends, CMR decision July 2025

Implementation of amended Policy Sept 2025

**Project Outcomes**

Briefly summarise what the project will achieve.

An update approved Policy

**Is the project a new function/service or does it relate to an existing Council function/service?**

Existing

**Was consultation carried out on this project?**

No

## 1.2 Responsibility

### Directorate/Organisation

Childrens Services

### Service Area

Education, Early Years & Inclusion

## 1.3 Specifics

### Project Reference (if known)

Not Recorded

### Intended Project Close Date \*

October 2025

## 1.4 Project Part of a Strategic Programme

### Is this project part of a strategic programme?

No

## 2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Rachel Kiernan
Job title	Group Manager Education Sufficiency and Place Planning
Email address	rkiernan@worcestershire.gov.uk

## 3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Other - House developers

## 3.1 Information and evidence reviewed

### What information and evidence have you reviewed to help inform this assessment? \*

See Policy for research and sources of information

## 3.2

**Summary of engagement or consultation undertaken****Who and how have you engaged, or why do you believe engagement is not required? \***

Consultation on the proposed changes to the Policy (if Cabinet approve) will take place in March / April 2025

This will be with District Councils, Housing Developers, education providers, Department for Education, and other relevant stakeholders.

## 3.3

**Summary of relevant findings****Please summarise your relevant findings. \***

TBC

## 4

**Protected characteristics - Equality**

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

**Age**

Potential positive impact selected. Potential neutral impact selected.

**Explanation of your reasoning:**

Through the analysis of the consultation responses, we may identify areas where barriers or impacts exist, based on identities relevant to this protected characteristic. Should this happen, we will, where possible, aim to minimise, mitigate or remove negative impacts. Equality monitoring forms are a part of our standard consultation process and are vital in identifying any negative impacts from this policy change (and others) and form part of how we evidence our Public Sector Equality Duty aims.

**Disability**

Potential positive impact selected.

**Explanation of your reasoning:**

No anticipated impact based on this characteristic, however through the analysis of the consultation responses, we may identify areas where barriers or impacts exist, based on identities relevant to this protected characteristic. Should this happen, we will, where possible, aim to minimise, mitigate or remove negative impacts. Equality monitoring forms are a part of our standard consultation process and are vital in identifying any negative impacts from this policy change (and others) and form part of how we evidence our Public Sector Equality Duty aims.

**Gender reassignment**

Potential neutral impact selected

**Explanation of your reasoning:**

No anticipated impact based on this characteristic, however through the analysis of the consultation responses, we may identify areas where barriers or impacts exist, based on identities relevant to this protected characteristic. Should this happen, we will, where possible, aim to minimise, mitigate or remove negative impacts. Equality monitoring forms are a part of our standard consultation process and are vital in identifying any negative impacts from this policy change (and others) and form part of how we evidence our Public Sector Equality Duty aims.

**Marriage and civil partnerships**

Potential neutral impact selected.

**Explanation of your reasoning:**

No anticipated impact based on this characteristic, however through the analysis of the consultation responses, we may identify areas where barriers or impacts exist, based on identities relevant to this protected characteristic. Should this happen, we will, where possible, aim to minimise, mitigate or remove negative impacts. Equality monitoring forms are a part of our standard consultation

process and are vital in identifying any negative impacts from this policy change (and others) and form part of how we evidence our Public Sector Equality Duty aims.

### **Pregnancy and maternity**

Potential neutral impact selected.

#### **Explanation of your reasoning:**

No anticipated impact based on this characteristic, however through the analysis of the consultation responses, we may identify areas where barriers or impacts exist, based on identities relevant to this protected characteristic. Should this happen, we will, where possible, aim to minimise, mitigate or remove negative impacts. Equality monitoring forms are a part of our standard consultation process and are vital in identifying any negative impacts from this policy change (and others) and form part of how we evidence our Public Sector Equality Duty aims.

### **Race including travelling communities**

Potential neutral impact selected.

#### **Explanation of your reasoning:**

**No anticipated impact based on this characteristic, however through the analysis of the consultation responses, we may identify areas where barriers or impacts exist, based on identities relevant to this protected characteristic. Should this happen, we will, where possible, aim to minimise, mitigate or remove negative impacts. Equality monitoring forms are a part of our standard consultation process and are vital in identifying any negative impacts from this policy change (and others) and form part of how we evidence our Public Sector Equality Duty aims.**

### **Religion and belief**

Potential neutral impact selected.

#### **Explanation of your reasoning:**

No anticipated impact based on this characteristic, however through the analysis of the consultation responses, we may identify areas where barriers or impacts exist, based on identities relevant to this protected characteristic. Should this happen, we will, where possible, aim to minimise, mitigate or remove negative impacts. Equality monitoring forms are a part of our standard consultation process and are vital in identifying any negative impacts from this policy change (and others) and form part of how we evidence our Public Sector Equality Duty aims.

### **Sex**

Potential neutral impact selected.

#### **Explanation of your reasoning:**

No anticipated impact based on this characteristic, however through the analysis of the consultation responses, we may identify areas where barriers or impacts exist, based on identities relevant to this protected characteristic. Should this happen, we will, where possible, aim to minimise, mitigate or remove negative impacts. Equality monitoring forms are a part of our standard consultation process and are vital in identifying any negative impacts from this policy change (and others) and form part of how we evidence our Public Sector Equality Duty aims.

### **Sexual orientation**

Potential neutral impact selected.

#### **Explanation of your reasoning:**

No anticipated impact based on this characteristic, however through the analysis of the consultation responses, we may identify areas where barriers or impacts exist, based on identities relevant to this protected characteristic. Should this happen, we will, where possible, aim to minimise, mitigate or remove negative impacts. Equality monitoring forms are a part of our standard consultation process and are vital in identifying any negative impacts from this policy change (and others) and form part of how we evidence our Public Sector Equality Duty aims.

## 5 Characteristics - Public health

### Other vulnerable and disadvantaged groups

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

Through the analysis of the consultation responses, if the proposals to increase the proportion of SEND we can include in the contributions towards education provision are supported, we will be able to support more children and young people with SEND to access suitable education provision within their locality.

### Health inequalities

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

Access to suitable local education provision including childcare and provision for children and young people with SEND, will support positive physical and mental health.

### Social and economic

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

Access to suitable local education provision including childcare and provision for children and young people with SEND, will support neighbourhoods and potentially create additional employment opportunities within or near to new housing developments.

### Physical health

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

Access to suitable local education provision including childcare and provision for children and young people with SEND, will support positive physical and mental health.

### Mental health and wellbeing

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

Access to suitable local education provision including childcare and provision for children and young people with SEND, will support positive physical and mental health.

### Access to services

Potential positive impact selected.

#### Explanation of your reasoning:

Through the proposed changes, WCC should be able to request additional S106 contributions for Education provision, which will be spent to create additional provision or places where needed as a result of housing developments.

## 6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

## 7 When will you review this equality and public health estimate(EPHIA)?

At consultation stage

## 8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

## 8 Application Details

### Last Updated Date Time

28/01/2025 09:58:52

### Screening Submitted Date Time

16/01/2025 19:15:09

### Last Reopened Date Time

28/01/2025 09:36:55

### Full Impact Submitted Date Time

28/01/2025 09:48:51

### Approved/Rejected Date Time

28/01/2025 09:58:52

### Current User Dashboard Request Status

Complete

## 9.0 People with access to the original screening

[Nicola Parkin \(NParkin1@worcestershire.gov.uk\)](mailto:NParkin1@worcestershire.gov.uk)

[Rachel Kiernan \(RKiernan@worcestershire.gov.uk\)](mailto:RKiernan@worcestershire.gov.uk)

[Sarah Wilkins \(SWilkins@worcestershire.gov.uk\)](mailto:SWilkins@worcestershire.gov.uk)

9.1

## People with access to this equality and public health assessment

[Nicola Parkin \(NParkin1@worcestershire.gov.uk\)](mailto:NParkin1@worcestershire.gov.uk)

[Rachel Kiernan \(RKiernan@worcestershire.gov.uk\)](mailto:RKiernan@worcestershire.gov.uk)

[Sarah Wilkins \(SWilkins@worcestershire.gov.uk\)](mailto:SWilkins@worcestershire.gov.uk)

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## Direct Questions

### Question:

Hi Rachel, additional content sent :)

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 27/01/2025 12:15:36

Nicola Parkin (NParkin1@worcestershire.gov.uk), Rachel Kiernan (RKiernan@worcestershire.gov.uk), and Sarah Wilkins (SWilkins@worcestershire.gov.uk) have been asked this question.

### Currently Unanswered

[Add Response](#)