

Due Regard Statement

Person(s) responsible for completing this statement Mark Rickard Lead Commissioner (Capital)	Date statement started: February 2013 Date statement completed: February 2013
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Name of the policy, service, strategy, procedure or function: (indicate whether new or revised)

Conversion to academy status sponsored by The Diocese of Gloucester, signing of the Commercial Transfer Agreement. It should be noted that the decision for the school to convert to an academy is made by the Secretary of State. The Due Regard Statement relates to the GCC Cabinet Member Decision required to sign the Commercial Transfer Agreement to facilitate the transfer of assets to the new academy.

Briefly describe its aims and expected outcomes

The intention of the sponsor is to develop Dursley CofE as a high performing Primary school at the heart of the community. The academy will be for the age range 4-11 years, it will be co-educational and have a faith designation (voluntary controlled). The academy will raise standards so as to become the local school.

Gathering the evidence base

List the main sources of data, research and other sources of evidence, including full references, used to determine the impact of your work on each of the protected groups. If there are gaps in evidence, state what you will do to close them in the Action plan at the end of this document.

	Service user data (if applicable) If service user data is not available, use the action plan below to identify how service user data will be collated in the future.	Other (for example, local demographic data, research , ONS, partner data, officer knowledge)
All	N/A	
Age	Reported in October Census that there were 262 Pupils in National Curriculum years Reception to Year 6	
Disability	There are currently 2 pupils at the school who have statements of Special Education Need.	The proposal is for an inclusive academy.
Sex	Pupils are split between 126 girls and 136 boys	The proposal does not differentiate or discriminate between genders.
Race (including Gypsy & Traveller)	No details collected during Census	The proposal does not offer the potential for discrimination or disproportionate treatment in relation to race.
Gender reassignment	None	The proposal has neither a positive or negative effect on anyone who has undergone or who is about to undergo gender reassignment.

Marriage & civil partnership	None	The proposal does not differentiate or discriminate between married couples or those in a civil partnership.
Pregnancy & maternity	None	
Religion or Belief	None	The proposal does not alter the religious characteristic of the school from its current designation, the effect is therefore neutral.
Sexual Orientation	None	The proposal does not differentiate or discriminate against one sexual orientation over another.

	Workforce data	
	If employees are affected by your 'project' please outline the profile of the workforce affected below.	
All	44 employees	
Age	Age range: 20 – 80 years (17 between 20-39 years; 27 between 40 – 80 years)	
Disability	Non declared	

Sex	3 males 41 females
Race (including Gypsy & Traveller)	Not known
Gender reassignm ent	Not known
Marriage & civil partnership	Not known
Pregnancy & maternity	1 maternity
Religion or Belief	Not known
Sexual Orientation	Not known

Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

The consultation process is the responsibility of the sponsors, The Diocese of Gloucester.

Equality analysis: What the evidence shows

Considering the evidence and engagement activity you listed above, please summarise the impact of your work. Consider whether the evidence shows potential for differential impact, if so state whether adverse or positive and for which groups. In the next section you will be required to document how you will mitigate any negative impacts.

Useful questions to consider:

Do policy outcomes and service take-up differ between people with different protected characteristics?

What are the key findings of your engagement?

If there is a greater impact on one group, is that consistent with the policy aims?

If the policy has negative impacts on people with particular characteristics, what steps can be taken to mitigate these effects?

Does any part of the policy discriminate unlawfully?

Will the policy deliver practical benefits for certain groups?

Does the policy miss opportunities to advance equality of opportunity and foster good relations?

Do other policies need to change to enable this policy to be effective?

What are the impacts to the workforce?

Briefly outline your main findings that relate to the Council's commitment to: **Eliminate discrimination (consider potential for indirect discrimination) Advance equality of opportunity Promote good relations. This can include challenges and opportunities.**

Note: If you are assessing a number of options, you should consider the opportunities and challenges of EACH option.

Protected group	Challenge or opportunity
All	O – improve standards
Age(A)	N/A

Disability (D)	N/A
Sex (S)	N/A
Race (including Gypsy & Traveller)(R)	N/A
Gender reassignment(GR)	N/A
Marriage & civil partnership (MCP)	N/A
Pregnancy & maternity (PM)	N/A
Religion and/or Belief (RAOB)	N/A
Sexual Orientation(SO)	N/A
Carers	N/A

Strengthening actions: Outline what actions have been identified to mitigate the key findings identified above by protected group.

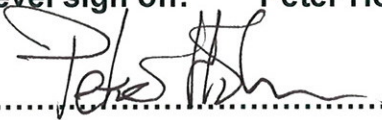
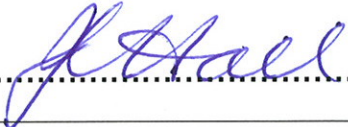
Potential/ actual impact	Protected group (s) affected	Proposed mitigating action(s)	Accountability	Timeframe

Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review.

Action	Accountability	Timeframe

Sign off and Scrutiny

Signed off as complete by: Mark Rickard	Date: 26.2.2013
Senior level sign off: Peter Holmes  Director/Head of Service	Date: 06/03/13
Name of relevant Portfolio Holder/Cabinet Member: Cllr Jackie Hall I confirm that I have examined sufficient information and understood the potential impact of the proposal. I am in agreement with the proposed mitigating actions and confirm that I have had due regard to the needs set out in section 149 of the Equality Act 2010.	
Signed by Portfolio Holder/Cabinet Member: 	Date: 27/2/2013.
Assessment published alongside cabinet report	Date: