

## Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

### 1. Background

Directorate	Children's Services Economy, Education and Skills
Service area	Commissioning for Learning
Title of the activity being assessed i.e. the strategy, plan, policy or service	Gloucestershire School Places Strategy (SPS) 2021 - 2026 and its Implementation Plan.
Brief outline of the proposal(s)	<p>The SPS sets out the latest context and background for the Council's strategic planning of school places and the issues that impact on places and demand across the Local Authority area.</p> <p>It is a key framework document for the Council in considering any statutory proposals for changes to school organisation, including the commissioning of new schools, and will inform future capital investment priorities.</p>
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input type="text" value="None"/>
Decision to be taken and decision maker	To consider and approve the Gloucestershire School Places Strategy 2021 – 2026 and its Implementation Plan which will then inform future basic need capital allocation programme priorities.
Person(s) responsible for completing this assessment	Stephen Chandler, Place Planning Manager, Commissioning for Learning, 01452 3286674, <a href="mailto:stephen.chandler2@gloucestershire.gov.uk">stephen.chandler2@gloucestershire.gov.uk</a>
Date of this assessment	12 February 2021

### 2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	Information has been collected and analysed about the numbers of pupils forecast to require school places, and the capacity of schools to accommodate pupils. Detailed information has been provided, broken down by academic year, age group and school planning area.
Workforce	Not affected.
Partners	Consultation has taken place with the Lead Cabinet Member, with relevant service areas of the council, and other organisations including schools and academy trusts where appropriate in the development of this strategy. Each separate proposal for school organisation change will have its own assessment and consultation.
Other	None.

### 3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
Age	This proposal does not discriminate against any of the protected groups and actively seeks to ensure equality of opportunity to improve outcomes for all children and young people.  Each separate proposal for school organisation change will also have its own assessment.  Please see Appendix 1 below for detailed information about each of the protected characteristic groups.	Not affected.
Disability		Not affected.
Sex		Not affected.
Race		Not affected.

Gender reassignment	No data is available/recorded	Not affected.
Marriage & civil partnership	Not applicable	Not affected.
Pregnancy & maternity	Not applicable	Not affected.
Religion and/or belief	No data is available/recorded	Not affected.
Sexual orientation	No data is available/recorded	Not affected.

#### 4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
No change required.	<p>This proposal does not discriminate against any of the protected groups and actively seeks to ensure equality of opportunity to improve outcomes for all children and young people.</p> <p>Each separate proposal for school organisation change will also have its own assessment.</p>

#### 5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
	No action required.		

## 6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:

The School Places Strategy and its associated Implementation Plan will be kept under review by the Head of Commissioning for Learning.

The Implementation Plan will inform the future Schools Capital Investment Programme from 2021/2022 onwards.

This Strategy will be updated in 2023.

## 7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Clare Medland, HOS Commissioning for Learning
Date	15 Feb 2021

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Richard Boyles
Date	9.3.21

Signature of decision maker	
Name of decision maker	Cllr Patrick Molyneux
Date	10.3.21

## 8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

## Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information																																																			
<p>Age <i>percentage/profile of service user ages</i></p>	<p>Age 4-16 with 6<sup>th</sup> form provision where appropriate</p> <p>The table below shows the ages of pupils attending state funded primary school, secondary and special schools in Gloucestershire as at Jan 2020. It shows that there were around 87,932 pupils aged 4 and above attending schools at that point. Numbers on roll drop after age 16 as students may attend other educational establishments or be in workplace based training.</p> <table border="1" data-bbox="427 735 2029 938"> <thead> <tr> <th colspan="17">Age as at 31st August 2019</th> </tr> <tr> <th>4</th> <th>5</th> <th>6</th> <th>7</th> <th>8</th> <th>9</th> <th>10</th> <th>11</th> <th>12</th> <th>13</th> <th>14</th> <th>15</th> <th>16</th> <th>17</th> <th>18</th> <th>19+</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>6,604</td> <td>6,746</td> <td>6,853</td> <td>7,102</td> <td>6,941</td> <td>6,946</td> <td>6,707</td> <td>7,411</td> <td>6,941</td> <td>6,710</td> <td>6,434</td> <td>6,346</td> <td>3,202</td> <td>2,778</td> <td>205</td> <td>6</td> <td>87,932</td> </tr> </tbody> </table> <p>Source: January School Census, 2020</p>	Age as at 31st August 2019																	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19+	Total	6,604	6,746	6,853	7,102	6,941	6,946	6,707	7,411	6,941	6,710	6,434	6,346	3,202	2,778	205	6	87,932
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<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>It is not possible to give a definitive figure for the number of children with a disability; the best proxy available is the number of Children with Special Educational Needs.</p> <p>In January 2020 16.6% of pupils aged 4 and above attending schools in Gloucestershire had some form of SEN provision (EHC Plan or SEN support).</p> <p>Source: January School Census, 2020.</p>																																																			

The SPS provides links to the SEN Strategy document

*Sex  
percentage/  
profile of service  
users who are  
male and who  
are female*

As of January 2020, 49.2% of pupils aged 4 and above attending state funded schools in Gloucestershire were female and 50.8% were male.

Source: January School Census, 2020.

*Race  
percentage/  
profile of service  
users who are  
from black and  
minority ethnic  
backgrounds*

The below table shows the ethnicity of pupils aged 4 and above attending schools in Gloucestershire. The majority of pupils 81.2% are White British this reflects the make up of the county as a whole with the results of the 2011 Census showing 89.4% when looking at the 0-19 year old age group.

<b>Ethnic group</b>	<b>Number of pupils</b>	<b>% of pupils</b>
Asian	3,072	3.49%
Black	1,371	1.56%
Chinese	242	0.28%
Mixed	4,350	4.95%
White British	71,375	81.17%
Other White	5,660	6.44%
Any Other Ethnic Group	361	0.41%

	<table border="1" data-bbox="427 204 1375 279"> <tr> <td data-bbox="427 204 822 279">Unclassified</td> <td data-bbox="822 204 1162 279">1,501</td> <td data-bbox="1162 204 1375 279">1.71%</td> </tr> </table> <p data-bbox="427 347 987 379">Source: January School Census, 2020.</p>	Unclassified	1,501	1.71%
Unclassified	1,501	1.71%		
<p data-bbox="192 502 385 770">Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p data-bbox="416 502 831 534">No data is available/recorded</p>			
<p data-bbox="192 802 385 1110">Marriage &amp; civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p data-bbox="416 802 618 834">Not applicable</p>			
<p data-bbox="192 1142 385 1372">Pregnancy &amp; maternity <i>percentage/profile of service users who are female and who are</i></p>	<p data-bbox="416 1142 618 1174">Not applicable</p>			

<i>pregnant or on a maternity leave</i>	
<i>Religion and/or belief percentage/profile of service users religious beliefs</i>	No data is available/recorded
<i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	No data is available/recorded

## Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected: Zero
Age	Not affected.
Disability	Not affected.
Sex	Not affected.
Race	Not affected.
Gender reassignment	Not affected.
Marriage & civil partnership	Not affected.
Pregnancy & maternity	Not affected.
Religion and/or belief	Not affected.
Sexual orientation	Not affected.

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