

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
Service area	Universal Commissioning
Title of the activity being assessed i.e. the strategy, plan, policy or service	<p>To permanently extend the age range from 4-11 to 2-11 years at:</p> <ul style="list-style-type: none"> • St James & Ebrington C of E Primary School; • Longborough C of E Primary School <p>with effect from 1st September 2022.</p>
Brief outline of the proposal(s)	<p>The Council propose to begin formal consultations to extend the age ranges at St James & Ebrington C of E Primary School, Longborough C of E Primary School from 1st September 2022. GCC has a statutory duty to ensure that it discharges all legal obligations. In order for this to happen, the Nurseries also need to transfer to the Academy Trusts, along with the school. However, the current age range listed by DfE would not allow this to happen. By extending the official age range, the Local Authority would be able to meet its statutory and legal obligations.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input style="width: 200px; height: 20px;" type="text"/></p>
Decision to be taken and decision maker	<p>That the Director of Children's Services approves the commencement of formal consultations on the proposal to permanently extend the age range from 4-11 to 2-11 for:</p> <ul style="list-style-type: none"> • St James & Ebrington C of E Primary School; • Longborough C of E Primary School with effect from 1st September 2022.

Person(s) responsible for completing this assessment	Steve Bradley
Date of this assessment	31 st March 2022

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	All service users will receive a copy of the consultation information and will be invited to comment. The consultation will be advertised via media outlets and we will request that the schools advertise in their newsletter and on notice boards. Children will also be encouraged to provide feedback where possible and the schools will communicate this with them. Respondents will be given a number of ways to communicate their opinions with us such as email or hard copy documents.
Workforce	The Headteachers and Governors will be charged with disseminating the information to the staff at the schools and Nurseries.
Partners	Local schools, colleagues in GCC and key partners with the schools will also receive copies of the Statutory Notice document and will be invited to comment.
Other	GCC will work with the schools to identify any other stakeholders and will include them as part of the consultation process.

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.

Age, Disability, Sex, Race, Gender Reassignment, marriage and civil partnership, pregnancy and maternity, religion and/or belief, sexual orientation	Based on our initial assessment, no identified significant impact.	Based on our initial assessment, no identified significant impact.
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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	

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
Positive	Work with the schools to ensure that clear communication takes place.	April 2022	GCC
Positive	To permanently extend the age range of St James & Ebrington C of E Primary School and Longborough C of E Primary School from 4-11 to 2-11 to facilitate the conversion of the schools to an Academy.	1 st September 2022	GCC
Positive	Discharging GCC's statutory responsibilities to assist in the	1 st September 2022	GCC


	conversion of the schools to Academy status.		
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6. Monitoring and review


The following processes/actions will be put in place to keep this 'activity' under review:
These projects will be kept under review by the Head of Commissioning for Learning.

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
Date	11 April 2022

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 Philip Robinson
Date	3.5.22

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		
Age <i>percentage/profile of service user ages</i>		St. James & Ebrington C of E Primary School	Longborough C of E Primary school
	NCY	%	%
	0	12%	23%
	1	14%	8%
	2	9%	21%
	3	18%	11%
	4	12%	11%
	5	14%	15%
	6	21%	11%
Disability <i>percentage/profile of service users who have a disability</i>	Disability		
	EHCP	1%	2%
	SEN Support	13%	19%
	No identified SEN	86%	79%
Sex <i>percentage/profile of service users who are male and who are female</i>	Sex		
	Male	52%	57%
	Female	48%	43%
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	Race		
	BME	9%	6%
	Unclassified	7%	less than 5%
	White British	84%	92%
Gender reassignment <i>percentage/profile of service users who have</i>	We do not hold any data regarding the number of children and young people at the schools with this protected characteristic.		

<i>indicated they are transgender</i>	
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	Not applicable to this group of service users.
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	We do not hold any data regarding the number of children and young people at the schools with this protected characteristic.
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	It is unlikely that this proposal will have a negative impact on this group. The schools are open to children and young people of all faiths and none.
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	We do not hold any data regarding the number of children and young people at the schools with this protected characteristic.

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:		
Age	Workforce Data	St. James' & Ebrington CofE Pr	Longborough CofE Pr
	20 - 29	8.57%	10.00%
	30 - 39	22.86%	15.00%
	40 - 49	42.86%	45.00%
	50 - 59	20.00%	20.00%
	60 - 69	5.71%	10.00%
Disability	Workforce Data	St. James' & Ebrington CofE Pr	Longborough CofE Pr
	Disabled	less than 5%	0.00%
	Not Disabled	82.86%	85.00%
	Unstated	14.29%	15.00%
Sex	Workforce Data	St. James' & Ebrington CofE Pr	Longborough CofE Pr

	<table border="1"> <tr> <td>Female</td> <td>91.43%</td> <td>95.00%</td> </tr> <tr> <td>Male</td> <td>8.57%</td> <td>5.00%</td> </tr> </table>	Female	91.43%	95.00%	Male	8.57%	5.00%						
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Gender reassignment	We do not hold any data regarding the number of staff members at the schools with this protected characteristic												
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