

## 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	To permanently extend the age range at Widden Primary School from 4-11 to 2-11 with effect from October 2022.
Brief outline of the proposal(s)	The Council propose to publish a Statutory Notice to extend the age range at Widden Primary School from October 2022. GCC has a statutory duty to ensure that it discharges all legal obligations. In order for this to happen, the Nursery also needs to transfer to the Academy Trust, 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.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input type="text" value="Local residents"/>
Decision to be taken and decision maker	That the Cabinet Member for Economy, Education and Skills approve the publication of the Statutory Notice proposing the permanently extend the age range from 4-11 to 2-11 years at Widden Primary School from October 2022.
Person(s) responsible for completing this assessment	Tracy Eales
Date of this assessment	1 <sup>st</sup> April 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	<p>The Director of Children’s Services took a decision in March 2022 to formally consult with stakeholders on the proposal to permanently extend the age range from 4-11 to 2-11 years at Widden Primary School.</p> <p>The consultation commenced on the 7<sup>th</sup> March 2022 and ended on the 1<sup>st</sup> April 2022. Copies of the consultation documents were sent to the school. Statutory consultees were provided with information on the proposals and encouraged to provide feedback.</p> <p>All parents/carers were passed details of how to obtain more information and how to download a copy of the consultation document. Electronic feedback forms were also made available through the GCC website. The consultation was also advertised on the school’s website. Staff were briefed before the consultation started and were encouraged to provide feedback. The school sought the views of the pupils who were able to understand and access the proposals.</p> <p>We received 4 responses to the consultation with all 4 respondents being in favour of the proposal.</p>
Workforce	The Headteacher and Governors will be charged with disseminating the information to the staff at the school and Nursery.
Partners	Local schools, colleagues in GCC and key partners with the school will receive information on the proposals.
Other	GCC will work with the school 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.

Protected Characteristic	Service Users	Workforce
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.

#### 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 school to ensure that clear communication with the varied ethnicities at the school takes place. This may mean providing documentation in a number of different languages.	March 2022	GCC
Positive	To permanently extend the age range of Widden Primary School from 4-11 to 2-11 from October 2022 to facilitate the	October 2022	GCC

	conversion of the school to an Academy.		
Positive	Discharging GCC's statutory responsibilities to assist in the conversion of the school to Academy status.	October 2022	GCC

## 6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:
This project 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	5 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>	NCY	%
	6	13.1
	5	16.3
	4	13.7
	3	13.7
	2	12.3
	1	16
	R	14.9
	Total	100
Disability <i>percentage/profile of service users who have a disability</i>	EHCP (disability)	%
	Yes	1.4
	No	98.6
	Total	100
Sex <i>percentage/profile of service users who are male and who are female</i>	Gender	%
	M	46
	F	54

	Total	100
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	Ethnicity	%
	Info not yet obtained	32.3
	White Eastern Euro'n	16.3
	No data	14.0
	Any other Ethnic Group	9.7
	White English	less than 5%
	Black African	less than 5%
	Pakistani	less than 5%
	Indian	less than 5%
	Bangladeshi	less than 5%
	White Other	less than 5%
	Other mixed background	less than 5%
	White British	less than 5%
	Chinese	less than 5%
	Total	100
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	We do not hold any data regarding the number of children and young people at the school with this protected characteristic.	
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 school 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 school is open to children and young people all of faiths and none.	
Sexual orientation <i>percentage/profile of service users who are lesbian, gay,</i>	We do not hold any data regarding the number of children and young people at the school with this protected characteristic.	

<i>bisexual, heterosexual</i>	
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## 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	20 - 29	17.39%
	30 - 39	24.64%
	40 - 49	30.43%
	50 - 59	15.94%
	60 - 69	11.59%
	Grand Total	100.00%
Disability	Not Disabled	82.61%
	not recorded	less than 5%
	Unstated	15.94%
	Grand Total	100.00%
Sex	Female	85.51%
	Male	14.49%
	Grand Total	100.00%
Race	Asian	24.64%
	Black	less than 5%
	Mixed	less than 5%
	Not recorded	7.25%
	Unstated	10.14%
	White	52.17%
	Grand Total	100.00%
Gender reassignment	We do not hold any data regarding the number of staff members at the school with this protected characteristic	
Marriage & civil partnership	We do not hold any data regarding the number of staff members at the school with this protected characteristic	
Pregnancy & maternity	Maternity	1.45%
	Grand Total	100.00%
Religion and/or belief	We do not hold any data regarding the number of staff members at the school with this protected characteristic	
Sexual orientation	We do not hold any data regarding the number of staff members at the school with this protected characteristic.	