

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 Ann Cam C of E Primary School from 4-11 to 2-11 with effect from April 2023.
Brief outline of the proposal(s)	The Council propose to begin a consultation to extend the age range at Ann Cam C of E Primary School from April 2023. 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 Education, Skills and Bus Transport approves the commencement of a consultation on the proposal to permanently extend the age range of Ann Cam C of E Primary School from 4-11 to 2-11 from April 2023.
Person(s) responsible for completing this assessment	Tracy Eales
Date of this assessment	December 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 school advertise in their newsletter and on notice boards. Children will also be encouraged to provide feedback where possible and the school 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 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 also receive copies of the consultation document and will be invited to comment.
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.		GCC
Positive	To permanently extend the age range of Ann Cam C of E Primary School from 4-11 to 2-11 from April 2023 to facilitate the conversion of the school to an Academy.		GCC
Positive	Discharging GCC's statutory responsibilities to assist in the conversion of the school to Academy status.		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(s) of Education Planning & Infrastructure

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	4 Jan 2023

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	23.1.23

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>NCY R Y1 Y2 Y3 Y4 Y5 Y6</p>	<p>% 13% 17% 15% 13% 12% 15% 15%</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>We do not hold any data regarding the number of children and young people at the school with this protected characteristic.</p>	
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Gender M F</p>	<p>% 51% 49%</p>
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>Ethnicity BME</p>	<p>% 12.5%</p>
<p>Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i></p>	<p>We do not hold any data regarding the number of children and young people at the school with this protected characteristic.</p>	
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>Not applicable to this group of service users.</p>	

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, bisexual, heterosexual</i>	We do not hold any data regarding the number of children and young people at the school 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	20 - 29 8.33% 30 - 39 12.50% 40 - 49 12.50% 50 - 59 37.50% 60 - 69 25% 70+ less than 5%
Disability	Not Disabled 79.17% Unstated 20.83%
Sex	Female 100% Male 0%
Race	Unstated 12.5% White 87.5%
Gender reassignment	We do not hold any data regarding the number of staff members at the school with this protected characteristic
Marriage & civil partnership	Unstated 95.83% Married less than 5%

Pregnancy & maternity	No members of staff recorded as being on maternity leave
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.