



REPORT TITLE: Decision to bring The Gloucester and Forest Alternative Provision School (GFAPS) and Severn Valley School together as a single institution from September 2023.

Dates between which decision will be taken	ICM – Earliest decision date: 10 February 2023 ICM - Latest decision date: 28 February 2023
Cabinet Member	Cllr Philip Robinson, Cabinet Member for Education, Skills and Bus Transport
Key Decision	Yes
Purpose of Report	Following the publication of statutory notices and the conclusion of the four-week period for representations to be made, approval is sought to implement the proposal to bring two Pupil Referral Units (Severn Valley School and The Gloucester and Forest Alternative Provision School - GFAPS) together as a single institution from September 2023.
Recommendations	That the cabinet member with responsibility for Education, Skills and Bus Transport gives approval to implement the proposal to bring the two Pupil Referral Units (Severn Valley School and The Gloucester and Forest Alternative Provision School - GFAPS) together as a single institution from September 2023.

<p>Reasons for recommendations</p>	<p>A coming together of the two Pupil Referral Units (PRUs) will ensure that both settings are well placed to continue to provide (underpinned by a more streamlined governance arrangement) the high-quality education which we aspire for this group of vulnerable learners to receive, along with a greater consistency of offer to the schools in Gloucestershire.</p> <p>Creating Opportunity for All (March 2018) sets out the government’s vision for alternative provision and to provide high quality education for those children and young people educated in the Alternative Provision sector. This vision calls for these types of opportunities to collaborate and work in partnership to be secured where they have the potential to improve outcomes and bring about positive change.</p> <p>The SEND Green Paper (March 2022): <i>Right support, right place, right time</i> also sets out an ambition for a more dynamic and innovative alternative provision offer across the country. Bringing the two schools together provides us with an opportunity to make better use of the existing funding to support a more innovative and creative Alternative Provision offer, that can respond better to the needs of the system and provide a much greater emphasis on early intervention, through outreach and partnership working.</p> <p>Feedback from the stakeholder engagement indicates a high level of support for the proposal to bring the two PRUs together (with Severn Valley School closing and GFAPS expanding). No representations were received during the four-week statutory representation period which began on 18 November 2022.</p>
<p>Resource Implications</p>	<p>There are no immediate resource implications arising from this decision. The costs associated with the implementation of this proposal will be met from within existing resources. The schools are funded through the Dedicated Schools Grant (DSG) and longer-term, the proposal will make better and more efficient use of the DSG funding allocated to these schools, making the provision more sustainable.</p>

Background Documents	<p>Published decision report: Approval from Director of Education to initiate an engagement exercise. 30 June 2022</p> <p>Engagement paper for key stakeholders, September 2022</p> <p>Published decision report: Approval by Cabinet Member for Education, Skills and Bus Transport to issue statutory notice of the intention to bring the two schools together, 10 November 2022</p> <p>Statutory Notice published on 18 November 2022</p> <p>Creating Opportunity for All (March 2018) https://www.gov.uk/government/publications/creating-opportunity-for-all-our-vision-for-alternative-provision</p> <p>Gloucestershire's Education Inclusion Strategy 2022-2025</p> <p>SEND Green Paper (March 2022): <i>Right support, right place, right time</i> https://www.gov.uk/government/consultations/send-review-right-support-right-place-right-time.</p>
Statutory Authority	<p>Education Act 2011</p> <p>The School Organisation (Establishment and Discontinuation of Schools) Regulations 2013</p>
Divisional Councillor(s)	<p>The two Pupil Referral Units operate bases in Gloucester, Stroud and Cheltenham.</p> <p>Cllr Mark Hawthorne MBE, Quedgeley Division, Gloucester</p> <p>Cllr Dave Norman MBE, Grange & Kingsway Division, Gloucester</p> <p>Cllr Dr David Drew, Stroud Central Division</p> <p>Cllr Dr David Willingham, St Mark's and St Peter's Division, Cheltenham</p> <p>Cllr Jeremy Hilton, Kingsholm and Wotton Division, Gloucester</p>
Officer	<p>Any representations should be sent to:</p> <p>Name: Philip Haslett, Head of Education Strategy and Development Tel. no: 01452 324155 Email: alternativeprovisionproposals@gloucestershire.gov.uk</p> <p>By 5pm on Thursday 9 February 2023</p>
Timeline	<p>If approval is given, the decision will be implemented at the start of the academic year 2023/24</p>

Background

- 1.1 One of the key priorities in Gloucestershire's Education Inclusion Strategy 2022 – 25 is to improve the arrangements that are in place for the children and young people in Gloucestershire who have been, or are at risk of being, excluded from school.
- 1.2 Severn Valley School was last inspected by Ofsted in October 2019 (under its previous name of The Stroud and Cotswold Alternative Provision School) and The Gloucester and Forest Alternative Provision School (GFAPS) was last inspected in January 2022. Both PRUs have an Ofsted judgement of 'good', improving on previous Ofsted judgements of 'Requires Improvement'.
- 1.3 GFAPS has benefited from stability of leadership and seen a steady improvement in standards over recent years. Severn Valley School has experienced (and successfully managed) a greater level of change in more recent times as a result of expanding in January 2022 when it enlarged following the de-registration of The Cheltenham and Tewkesbury Alternative Provision School (CTAPS). CTAPS had experienced significant changes in leadership and personnel in the preceding years. From September 2022 Severn Valley School has been led by an Interim Head Teacher, following the departure of the substantive Headteacher in August 2022. However, early dialogue between the LA and the Management Committees around this specific proposal pre-dates the departure of the substantive Headteacher at Severn Valley School.
- 1.4 It is considered that the coming together of these two strong PRUs will ensure that both settings are well placed, underpinned by a more streamlined governance arrangement, to continue to provide the high-quality education which we aspire for this group of vulnerable learners and that, in joining together, a more consistent offer of support can be developed across the county for Gloucestershire's schools and its pupils both in terms of early intervention and outreach as well as for those pupils who receive their full time provision on site.
- 1.5 Creating Opportunity for All (March 2018) and the SEND Green Paper (spring 2022) sets out the Government's vision for alternative provision and to provide high quality education for those children and young people educated in this important and valued sector. This vision calls for these types of opportunities to collaborate and work in partnership to be secured where they have the potential to improve outcomes and bring about positive change.
- 1.6 The SEND Green Paper (March 2022) *Right support, right place, right time* also sets out an ambition for a more dynamic and innovative alternative provision offer across the country for the benefit of our most vulnerable learners. Additionally, bringing the two schools together provides us with an opportunity to make better use of the existing funding to support a more innovative and creative Alternative Provision offer, that can respond better to the needs of the system and provide a much greater emphasis on early intervention, through outreach and partnership working.

- 1.7 A period of stakeholder engagement was undertaken earlier this academic year. This ran for four weeks, starting and ending in term time, and concluded on 7 October 2022. The results of this are set out in the *consultation* section of this report. The feedback provided by those who responded to the engagement exercise indicates that there is a high level of support for the two PRUs coming together as one institution.
- 1.8 Following cabinet member approval in November 2022, statutory notice of the intention to deregister Severn Valley School, and enlarge GFAPS, was issued. There were no representations received during the four-week statutory representation period which began on 18 November 2022.
- 1.9 The remaining and enlarged Pupil Referral Unit (GFAPS) will continue to be a Local Authority maintained PRU and, whilst that continues to be the case, staff will continue to be employed by Gloucestershire County Council. Whilst the main terms and conditions of employment will not be affected, as part of any future consultation with staff regarding the proposals, consideration may be given to the need for staff to be able to be deployed to any of the school sites. New staff will be appointed with the expectation they may have to work at any of the sites. The larger staff base will provide greater opportunities for staff development, progression and collaboration.
- 1.10 The single institution will operate under the existing DfE number assigned to GFAPS, and Severn Valley School will be de-registered.

Options

- 2.1 This full 'coming together' is proposed over other possible options that were considered, which included a collaborative agreement between the two PRUs or a federating of the two management committees. Both would result in two separately registered schools continuing to be maintained, with two associated Ofsted inspections, and it is considered that the full range of benefits and efficiencies would not be fully realised and sustained through a collaborative or federated model. The proposal has the full support of the Management Committees of the two PRUs and is considered to have a positive impact on being able to provide a good quality of education for the children and young people they support.

Risks

- 3.1 **Risk:** Delaying the approval to implement this proposal will delay the opportunity to realise the benefits of this coming together of the two PRUs and may necessitate the need to repeat earlier stages of the statutory process.
- 3.2 **Mitigation:** approval at this stage will acknowledge the momentum and support that key stakeholders have for this proposal without the need to revisit the engagement process at some further point in the future.

Financial implications

- 4.1 There are no immediate resource implications arising from this decision. The costs associated with implementing this proposal will be met from within existing resources. The schools are funded through the Dedicated Schools Grant (DSG) and longer-term the proposal will make better and more efficient use of the DSG funding allocated to these schools, making the provision more sustainable.

Climate change implications

- 5.1 None

Equality implications

- 6.1 We have considered the potential or actual impact of the coming together of the two PRUs on individuals with protected characteristics. Analysis of the equalities data, along with the data obtained during the stakeholder engagement period, has indicated that there will be no negative impact on staff or service users with protected characteristics. The anticipated improvements in the quality of provision and outcomes for children and young people will have a positive impact for all children at the school.
- 6.2 All key stakeholders had the opportunity to be involved in the early engagement activity, along with making representations during the four-week consultation period following the issuing of statutory notices. No group with a particular protected characteristic was disadvantaged from providing a comment. Particular care was given to ensure the views of those from hard-to-reach communities were sought. The primary carer of each of the young people supported by both PRUs were sent a copy of the background information as well as the statutory notice.
- 6.3 Has an Equalities Impact Assessment (EIA) been completed? **Yes**
- 6.4 The Cabinet Member should read and consider the Equalities Impact Assessment in order to satisfy themselves, as decision makers, that due regard has been given.

Data Protection Impact Assessment (DPIA) implications

- 7.1 Having considered the Data Protection Impact Assessment (DPIA) checklist it is judged that a DPIA is not required for this decision.

Social value implications

- 8.1 The proposal to bring the two Pupil Referral Units together will not result in the loss or reduction of services to the community. Where the community accesses the school buildings out of hours, this arrangement will not be

jeopardised as a result of the two PRUs coming together under a single management committee.

Consultation feedback

9.1 Statutory notice of this proposal was issued on 18 November 2022. Notices were prominently displayed at all PRU centres for staff and visitors to see and were published in the local press. The primary carer of each of the young people supported by both PRUs were sent a copy of the background information, as well as the statutory notice, and details were shared with the Gloucestershire Headteacher associations as well as the Parent Carer Forum. Respondents were able to give their views in a number of different ways, including via a dedicated email address, a FREEPOST postal address and a direct phone number to a named officer. There were no representations received during the four-week statutory consultation period which began on 18 November and ended on 16 December 2022.

The decision to issue statutory notices followed a period of stakeholder engagement, which ran for four weeks, starting and ending in term time, and concluded at noon on 7 October 2022. Whilst no representations were received during the four-week statutory consultation, the engagement process provided an opportunity for key stakeholders to comment on the proposal that had been developed and to offer an opinion on other options that could be considered. The stakeholder engagement and was extended to:

- parents and carers of pupils registered at the two PRUs
 - the children and young people supported by the two PRUs
 - staff at both PRUs
 - members of the two management committees,
 - Headteachers of Gloucestershire Schools
 - The Gloucestershire Parent Carer Forum
 - Relevant GCC divisional councillors
 - Trade Union representatives
- 9.2 A detailed engagement document, co-produced between representatives of the two management committees and local authority officers, was published and sent to each of the stakeholders listed above, along with the opportunity to complete an online survey. Respondents were able to give their views anonymously in several different ways, including via an online survey as well as a FREEPOST postal address, a dedicated email address and a direct dial phone number to a named officer.
- 9.3 Several face-to-face briefings, tailored specifically for staff, were held as well as opportunities for the children and young people who are currently supported by the two PRUs to engage with the issues.
- 9.4 In total 119 people viewed the engagement document on the website during the four-week engagement period and 22 people chose, after reading the

information, to provide a response (some did not respond to each question), and these are broken down as follows:

Type of response	Number
Staff members	13
Headteachers of Gloucestershire Schools	6
Members of the management committees	1
Elected members	0
other (in this case, LA officers)	2
Total	22

- 9.6 The majority of respondents (15) chose to use the online survey facility, whilst a smaller number (7) provided their written response through one of the other routes.
- 9.7 The parents of children who attend the two PRUs were sent a copy of the document with a covering letter. There were no responses from people identifying themselves as 'parents'.

Analysis of results:

- 10.1 The feedback provided by those who responded to the engagement exercise indicates that there is a high level support for the two PRUs coming together as one institution, with a higher proportion of respondents (63%) preferring to see Severn Valley School as the institution ceasing to be separately registered and GFAPS enlarging.
- 86% of respondents (19 people) either 'agreed or 'strongly agreed' that the two PRUs should come together
 - 14% of respondents (3 people) 'disagreed' or 'strongly disagreed' that the two PRUs should come together
 - 63% of respondents (12 people) 'agreed' or 'strongly agreed' that Severn Valley School should cease to be separately registered and that GFAPS should be enlarged. Three people skipped this question.
 - 37% of respondents (7 people) 'disagreed' or 'strongly disagreed' that Severn Valley School should cease to be separately registered and that GFAPS should be enlarged. Three people skipped this question.

Officer recommendations

- 11.1 In light of the high level of support on the part of key stakeholders in favour of bringing the two PRUs together under a single management committee (with Severn Valley School ceasing to be separately registered and GFAPS enlarging) and in light of the anticipated positive impact referred to in paragraph 1.4 above this will have on the quality of the education and support available for the children and young people supported by the PRUs, the officer recommendation is that approval be given to implement the proposal to deregister Severn Valley School and enlarge GFAPS in order to bring the two PRUs under one single management committee from September 2023.
- 11.2 In coming to a recommendation local authority officers and representatives of the management committees took in to account the following considerations:
- This option was preferred by a greater proportion of the stakeholders who responded to the engagement and is therefore more likely to command confidence and support
 - The head teacher and management committees of the single school will have greater time to prepare for Ofsted if the GFAPS registration is retained, given that GFAPS was inspected as 'good' as recently as January 2022. Retaining the Severn Valley School registration will result in the single school potentially being inspected as early as October 2023 and within weeks of being established
 - No representations were made during the four-week statutory consultation period after statutory notices were issued.
- 11.3 Not bringing the two PRUs together will result in opportunities to realise the full range of benefits and financial efficiencies associated with a single institution being missed.

Performance Management/Follow-up

- 12.1 This project will be managed and kept under review by the Head of Education Strategy and Development

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	Education
Title of the activity being assessed i.e. the strategy, plan, policy or service	A decision to implement a proposal to bring Severn Valley School and The Gloucester and Forest Alternative Provision School (GFAPS) together as a single institution from September 2023.
Brief outline of the proposal(s)	<p>One of the key priorities in Gloucestershire's Education Inclusion Strategy 2022 – 25 is to improve the arrangements that are in place for the children and young people in Gloucestershire who have been, or are at risk of being, excluded from school.</p> <p>Severn Valley School was last inspected by Ofsted in October 2019 (under its previous name of The Stroud and Cotswold Alternative Provision School) and The Gloucester and Forest Alternative Provision School (GFAPS) was last inspected in January 2022. Both PRUs have an Ofsted judgement of 'good', improving on previous Ofsted judgements of 'Requires Improvement'.</p> <p>GFAPS has benefited from stability of leadership and seen a steady improvement in standards over recent years. Severn Valley School has experienced (and successfully managed) a greater level of change in more recent times as a result of expanding in January 2022 when it enlarged following the de-registration of Cheltenham and Tewkesbury APS (CTAPS). CTAPS had experienced significant changes in leadership and personnel in the preceding years. From September 2022 Severn Valley School will be led by an Interim Head Teacher, following the departure of the substantive Headteacher in August 2022. However, early dialogue between</p>

the LA and the Management Committees around this specific proposal pre-dates the departure of the substantive Headteacher at Severn Valley School. This leadership change has not been the catalyst for this proposal to bring the two PRUs together.

It is considered that the coming together of these two strong PRUs will ensure that both settings are well placed, underpinned by a more streamlined governance arrangement, to continue to provide the high-quality education which we aspire for this group of vulnerable learners and that, in joining together, a more consistent offer of support can be developed across the county for Gloucestershire's schools and its pupil.

Creating Opportunity for All (March 2018) and the SEND Green Paper (Spring 2022) sets out the government's vision for alternative provision and to provide high quality education for those children and young people educated in this important and valued sector. This vision calls for these types of opportunities to collaborate and work in partnership to be secured where they have the potential to improve outcomes and bring about positive change.

The SEND Green Paper (March 2022) *Right support, right place, right time* also sets out an ambition for a more dynamic and innovative alternative provision offer across the country for the benefit of our most vulnerable learners. Additionally, bringing the two schools together provides us with an opportunity to make better use of the existing funding to support a more innovative and creative Alternative Provision offer, that can respond better to the needs of the system and provide a much greater emphasis on early intervention, through outreach and partnership working.

Before seeking cabinet member approval to issue a statutory notice a period of stakeholder engagement was undertaken. This ran for four weeks, starting and ending in term time, and concluded on 7 October 2022. The results of this are set out in the 'consultation' section of this

	<p>report. The feedback provided by those who responded to the engagement exercise indicates that there is a high level support for the two PRUs coming together as one institution, with the majority of respondents preferring to see Severn Valley School ceasing to be separately registered and GFAPS enlarging.</p> <p>Furthermore, a four week statutory consultation period ran from 18 November – 16 December 2022, and statutory notices were issued. No statutory representations were made.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: Schools in Gloucestershire</p>
Decision to be taken and decision maker	<p>To approval the implementation of the proposal to bring Severn Valley School and The Gloucester and Forest Alternative Provision School (GFAPS) together as a single institution from September 2023: <i>Cabinet Member for Education, Skills and Bus Transport</i></p>
Person(s) responsible for completing this assessment	<p>Nathan Roe Education Planning Manager, Gloucestershire County Council</p>
Date of this assessment	<p>8 January 2023</p>

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>A four-week engagement period starting and ending during term time closed on 7 October 2022 and provided key stakeholders with an opportunity to express a view on the proposal. The feedback from this exercise informed the decision to be made by the Cabinet Member on whether to proceed. Parents of the children and young people registered at the PRUs, staff,</p>
Workforce	
Partners	
Other	

	<p>members of the management committee of the two PRUS, The Parent Carer Forum, elected members, union officials, as well as the head teachers of Gloucestershire schools were all invited to participate in the engagement activity. A range of methods of engaging were offered including a phone number to ring, a free post postal address and an online survey. A hard copy of the document was sent by post to all parents in order to ensure that those living with digital inequality were not disadvantaged. As well as an opportunity to complete the survey parents were invited to contact management committee members so that their views could be given verbally. The same approach that was taken during the initial four week engagement period was taken during the second stage and during the formal consultation period in November/December 2022.</p> <p>Information extracted from the Capita database has been used to research pupil level data and workforce data has been provided by Gloucestershire County Council’s HR Management Information Service.</p> <p>A copy of the statutory notice (issued on 18 November 2022) was sent to the primary carers of all pupils supported by the PRUs. A hard copy of the document was sent by post to all parents in order to ensure that those living with digital inequality were not disadvantaged. Copies were displayed prominently at each of the centres for staff and visitors to see.</p>
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3. Equality Assessment

Protected Characteristic	Service Users	Workforce
Age	<p>There is no identified significant impact on any particular group. The anticipated improvements in the quality of provision and outcomes for children and young people will have a positive impact for all children at the school in terms of a providing a more consistent offer across the county for pupils at both the early intervention and outreach level of support, but also those who are receiving education on site.</p>	
Disability		
Sex		
Race		
Gender reassignment		
Marriage & civil partnership		
Pregnancy & maternity		
Religion and/or belief		
Sexual orientation		

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
None	NA

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
	None		

6. Monitoring and review

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

Results of the formal consultation period will be considered by the Cabinet member for Education, Skills and Bus Transport when the decision is made on this proposal.


This EIA will be updated at each stage of the process, particularly in relation to feedback from stakeholders at the consultation points.

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	Phil Haslett, Head of Education Strategy and Development, Gloucestershire County Council
Date	8 January 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, Cabinet Member for Education, Skills and Bus Transport
Date	30 January 2023

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, 1 January 2023 Total: 188 children and young people, including both sole and dual registered (partnership placement pupils).
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Age percentage/profile of service user ages	<p>The two Pupils Referral Units are registered to provide education for children and young people in all year groups. Predominantly, the service users fall within the upper age ranges.</p> <p>On 1 January 2023 Severn Valley School was supporting 81 children across the following age ranges:</p> <p>Key Stages 1 and 2: 6 children Key Stage 3: 19 children Key Stage 4: 56 children Total: 81 children</p> <p>On 1 January 2023 GFAPS was supporting 107 children across the following age ranges:</p> <p>Key Stages 1 and 2: 44 children Key Stage 3: 27 children Key Stage 4: 36 children Total: 107 children</p>
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<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Both PRUs support pupils of any gender. Predominantly, the service users are male.</p> <p>On 1 January 2023 Severn Valley School: 72% of the pupils are boys and 28% are girls</p> <p>On 1 January 2023 GFAPS: 86% of the pupils are boys and 14% are girls</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>Given the nature of a Pupil Referral Unit, many of the children and young people supported by these two settings have additional and/or special educational needs. In some cases, these needs may have such as a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities they may also identify as having a disability. There is no separate data held on the number of children with a declared disability in addition to their special educational needs.</p> <p>On 1 January 2023 the Special Educational Needs and Disability (SEND) profile of the children and young people supported by Severn Valley School was as follows:</p> <p>Education Health Care Plans (EHCP): (17%) Without EHCPs: (83%)</p> <p>On 1 January 2023 the Special Educational Needs and Disability (SEND) profile of the children and young people supported by GFAPS was as follows:</p> <p>Education Health Care Plans (EHCP): (35%) Without EHCPs: (65%)</p> <p>The coming together of the two schools will enable the sharing of expertise and experience around supporting children and young people with SEND and the pooling of resources to create a better offer of support to children and young people with this protected characteristic.</p>

<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>On 1 January 2023 the ethnicity of the children and young people supported by Severn Valley School was as follows:</p> <p>White British: (84%) Non-white British: (11%) Unclassified: (5%)</p> <p>On 1 January 2023 the ethnicity of the children and young people supported by GFAPS was as follows:</p> <p>White British: (63%) Non-white British: (25%) Unclassified: (12%)</p> <p>There is no significant difference between the ethnic backgrounds of the pupils at the two Pupil Referral Units when compared to the Gloucestershire wide profile.</p>
<p>Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i></p>	<p>We do not hold any data regarding the number of children and young people at these settings with this protected characteristic. This would not apply given the age of the service users.</p>
<p>Religion and/or belief <i>percentage/profile of service users religious beliefs</i></p>	<p>We do not hold any data regarding the number of children and young people at these settings with this protected characteristic.</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 these settings with this protected characteristic.</p>
<p>Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i></p>	<p>We do not hold any data regarding the number of children and young people at these settings with this protected characteristic.</p>
<p>Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i></p>	<p>We do not hold any data regarding the number of children and young people at these settings with this protected characteristic.</p>

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity – provided by GCC HR Team. January 2023

Protected Characteristic	<p>Data represents headcount numbers for Severn Valley School and GFAPS combined. This means individuals are included only once, even if multiple contracts are held. All contract types are included (eg permanent, fixed term, casual, temporary, zero hour etc). (data is expressed as percentages because of the small numbers involved and to avoid the identification of individuals)</p>
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Age	<table border="1"> <thead> <tr> <th style="background-color: #003366; color: white;">Age bracket</th> <th style="background-color: #003366; color: white;">percentage of staff</th> </tr> </thead> <tbody> <tr> <td>< 25</td> <td>13%</td> </tr> <tr> <td>26-35</td> <td>16%</td> </tr> <tr> <td>36-45</td> <td>14%</td> </tr> <tr> <td>46-55</td> <td>36%</td> </tr> <tr> <td>56+</td> <td>21%</td> </tr> <tr> <td style="background-color: #add8e6;">Grand Total</td> <td style="background-color: #add8e6;">(100%)</td> </tr> </tbody> </table>	Age bracket	percentage of staff	< 25	13%	26-35	16%	36-45	14%	46-55	36%	56+	21%	Grand Total	(100%)
Age bracket	percentage of staff														
< 25	13%														
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Disability	<table border="1"> <thead> <tr> <th style="background-color: #003366; color: white;">Disability</th> <th style="background-color: #003366; color: white;">percentage of staff</th> </tr> </thead> <tbody> <tr> <td>Not Disabled</td> <td>74%</td> </tr> <tr> <td>Unstated</td> <td>26%</td> </tr> <tr> <td style="background-color: #add8e6;">Grand Total</td> <td style="background-color: #add8e6;">(100%)</td> </tr> </tbody> </table>	Disability	percentage of staff	Not Disabled	74%	Unstated	26%	Grand Total	(100%)						
Disability	percentage of staff														
Not Disabled	74%														
Unstated	26%														
Grand Total	(100%)														

Sex	Gender (Sex)	percentage of staff
	Female	68%
	Male	32%
	Grand Total	(100%)
Race	Ethnicity (Race)	percentage of staff
	BAME	8%
	Unstated	10%
	White	82%
	Grand Total	(100%)
Gender reassignment	It is not currently possible for employees to update their gender reassignment status on the SAP self-service system.	
Marriage & civil partnership	Marriage & Civil Partnership	percentage of staff
	Unstated	100%
	Grand Total	(100%)
Pregnancy & maternity	As at 01/01/2023, less than 5% of the workforce were on maternity leave	
Religion and/or belief	Religion and/or Belief	percentage of staff
	Unstated	100%
	Grand Total	(100%)

Sexual orientation	Sexual orientation	percentage of staff
	Unstated	4%
	Heterosexual	96%
	Grand Total	(100%)