

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 increase Twyning Primary School from 15 places to 20 places in the Reception year with effect from September 2024.
Brief outline of the proposal(s)	<p>With effect from September 2024: To increase Twyning Primary School from a Published Admission Number of 15 to 20 from September 2024.</p> <p>The expansion of Twyning Primary School is the most suitable school to meet the increase in pupil numbers. The school site can accommodate an additional class base and is well placed to meet the needs for the additional pupils. Therefore, the increased demand arising from the higher numbers in the under 5's population can be met locally.</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 type="text"/></p>
Decision to be taken and decision maker	That the Cabinet Member for Education, Skills and Bus Transport approves the proposal to permanently increase Twyning Primary School from 15 places to 20 places in the Reception year with effect from September 2024
Person(s) responsible for completing this assessment	Paul Kear
Date of this assessment	26 th January 2023

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 Executive Director of Children's Services took a decision in September 2022 to formally consult with stakeholders on the proposal to permanently expand Twyning Primary School from a Published Admission Number of 15 to 20 from September 2024.</p> <p>The consultation commenced on the 26th September 2022 and ended on the 21st October 2022. Copies of the consultation documents were sent to the school. Statutory consultees were also 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. An electronic feedback form was also made available through the GCC website. The consultation was also advertised via the school, GCC webpage, GCC social media and Local Parish Council.</p> <p>GCC Officers along with School and Governor representatives held a 'drop in' session at the school on the 3rd October 2022, which was attended by 2 people. Responses to this proposal were obtained in both written and electronic format. All the information received by the submission date was compiled into the consultation report.</p> <p>We received 61 questionnaire responses to the consultation; 45 respondents were in favour of the proposal, 10 were against with 6 neither in favour or against.</p> <p>Based on the above information a report was produced and on 30th November 2022, the Lead Cabinet Member for Education, Skills and Bus Transport took the decision to publish a Statutory Notice.</p> <p>The Statutory Notice was published on 15th December 2022 in the local newspaper and on the school gates. Governors were also provided with a copy by the school.</p> <p>No responses were received during the six-week representation period.</p>

Workforce	Staff were briefed by the Headteacher. Copies of consultation documents were provided to obtain feedback. A copy of the Statutory Notice was placed on the school gates as well as being advertised in the local newspaper.
Partners	The Statutory Notice was displayed at key locations at the school and also published in the local newspaper. Contact details were provided on the Notice should anyone wish to register an opinion or obtain further information.
Other	Suppliers would be informed through GCC contractual arrangements of any potential changes to the school that may affect their business and contracts will continue as normal until instructed otherwise.

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	To permanently increase Twyning Primary School from 15 places to 20 places in the Reception year with effect from September 2024, increasing the number of primary places available at the school for children in the local area.	September 2024	GCC
Positive	Discharging GCC's statutory responsibilities to assist in the expansion of the school.	August 2024	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 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	30 th 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
Date	31 st 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																																							
<p>Age <i>percentage/profile of service user ages</i></p>	<p>NCY</p>	<p>%</p> <table border="0"> <tr><td>6</td><td>10.3</td></tr> <tr><td>5</td><td>12.1</td></tr> <tr><td>4</td><td>12.9</td></tr> <tr><td>3</td><td>13.8</td></tr> <tr><td>2</td><td>18.1</td></tr> <tr><td>1</td><td>14.7</td></tr> <tr><td>R</td><td>18.1</td></tr> </table>	6	10.3	5	12.1	4	12.9	3	13.8	2	18.1	1	14.7	R	18.1																								
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<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>EHCP (disability)</p> <p>Less than 5%</p>																																							
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Gender</p> <table border="0"> <tr><td>M</td><td>49</td></tr> <tr><td>F</td><td>51</td></tr> </table>	M	49	F	51	<p>%</p>																																		
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<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>
<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 the school with this protected characteristic.</p>
<p>Religion and/or belief <i>percentage/profile of service users' religious beliefs</i></p>	<p>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.</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 the school with this protected characteristic.</p>

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	10.71%
	30 - 39	14.29%
	40 - 49	42.86%
	50 - 59	25.00%
	60 - 69	Less than 5%
	70 plus	Less than 5%
Disability	Disabled	0.00%
	Not Disabled	60.71%
	Unstated	39.29%
Sex	Female	92.86%
	Male	7.14%
Race	Asian	0.00%
	Black	0.00%
	Mixed	0.00%
	Other	0.00%
	White	92.86%
	Unstated	7.14%
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	Current maternity leave	0.00%
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.	