

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #589

1.0 Screening Information

Project Name

Proposed increase of places at Special Schools for Sept 2023 (WF, FR, RH)

Name of Project Sponsor

Sarah Wilkins & Mel Barnett

Name of Project Manager

Rachel Kiernan

Name of Project Lead

Rachel Kiernan

Please give a brief description of the project

Demand for special school places has increased in Worcestershire and it is proposed to increase the places commissioned at Wyre Forest, Fort Royal and Rigby Hall to support our statutory duty to meet this sufficiency need.

Data Protection screening result

Does not need a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Will require a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document. The proposals include increasing the number of school places available at Wyre Forest, Rigby Hall and Fort Royal Special Schools.

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

No additional accommodation is required at Rigby Hall.

An additional classroom is required at Fort Royal, an existing double classroom block is being converted into three classrooms.

Additional space is being provided at Wyre Forest, through relocating pupils and staff from St Johns Primary School, who currently share space, to new accommodation on the St Johns Primary School site.

Project Outcomes

Briefly summarise what the project will achieve.

The number of school places at each school will increase for September 2023:

Fort Royal from 200 to 256, Rigby from 163 to 220, and Wyre Forest from 300 to 354.

These places will be allocated to children and young people awaiting a special school place.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

Yes

1.2 Responsibility

Directorate/Organisation

Worcestershire Children First

Service Area

Education and Early Years

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

September 2023

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Other - Worcestershire Children First

Details of contributors to this assessment:

Name	Rachel Kiernan
Job title	Group Manager Sufficiency and Place Planning
Email address	rkiernan@worschildrenfirst.org.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

Staff

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

Pupil projections and number of pupils awaiting specialist provision has informed the development of the proposals.

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

As part of the proposal, WCF have worked closely with each school's leadership and governors to develop the proposals. In order to increase the number of places at a school, there is a statutory process that must be followed, this includes a 'Representation' period of 4 weeks, where the full proposals are published and stakeholders are able to send in representations. When published, stakeholders including parent carers, staff, residents and members of the public are notified, a public notice is published in the local papers and on school and council websites.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

Four (4) objections were received. The summary of concerns included: a) the existing traffic and parking at school opening and leaving times, and concerns that the proposal would create more traffic and further exacerbate this; and how emergency vehicles could pass through the parked cars outside the school(s);
 b) Schools already being under pressure and not thriving with increased pupil numbers; and other infrastructure provision; and
 c) The support available to the current pupils at the school(s); including training for teachers and teaching assistants

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected.

Explanation of your reasoning:

More pupils (age 5 - 19) will have access to a Special School place
 Possibly for local people of working age, due to increased opportunities for employment at the schools

Disability

Potential positive impact selected.

Explanation of your reasoning:

More pupils with Special Educational Needs and Disabilities will have their needs met in a suitable school place.
 Concerns by local residents have been raised over parking and accessibility (including toilets, changing rooms etc) should be addressed within relevant areas of this project as determined by statutory reqs within property and accommodation teams and project management (builders and engineers etc of planning infrastructure etc) who will have access to this EIA and can input additional findings and phases as and when relevant to the project.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

These proposals will not alter provision

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

These proposals will not alter provision

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

These proposals will not alter provision

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

These proposals will not alter provision

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

These proposals will not alter provision
Considerations will be made for new / additional and current staff and pupils who require a space for quiet reflection, prayer or meditation should be addressed within relevant areas of this project as determined by statutory reqs within property and accommodation teams and project management (builders and engineers etc of planning infrastructure etc) who will have access to this EIA and can input additional findings and phases as and when relevant to the project.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

These proposals will not alter provision

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

These proposals will not alter provision

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential positive impact selected.

Explanation of your reasoning:

There maybe some parent carers who are waiting for a Special School place for their child / young person. Access to suitable education provision will support the outcomes for more children and young people.

Health inequalities

Potential positive impact selected.

Explanation of your reasoning:

Access to suitable education provision will support the outcomes for more children and young people.

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

Schools may need to recruit and employ more staff to support the increased number of pupils on roll.

Physical health

Potential positive impact selected.

Explanation of your reasoning:

Access to suitable education provision will support the outcomes for more children and young people.

Mental health and wellbeing

Potential positive impact selected.

Explanation of your reasoning:

Access to suitable education provision will support the outcomes for more children and young people and their families.

Access to services

Potential positive impact selected.

Explanation of your reasoning:

Access to suitable education provision will support the outcomes for more children and young people and their families.

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

Once the decision is made by Cabinet Member and in working with the schools to implement the changes.

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

23/08/2023 09:45:56

Screening Submitted Date Time

21/08/2023 19:35:46

Last Reopened Date Time

22/08/2023 11:29:46

Full Impact Submitted Date Time

22/08/2023 11:55:56

Approved/Rejected Date Time

23/08/2023 09:45:56

Current User Dashboard Request Status

Complete

9.0 People with access to the original screening

[Rachel Kiernan \(rkiernan@worschildrenfirst.org.uk\)](mailto:rkiernan@worschildrenfirst.org.uk)

9.1 People with access to this equality and public health assessment

[Rachel Kiernan \(rkiernan@worschildrenfirst.org.uk\)](mailto:rkiernan@worschildrenfirst.org.uk)

10 Direct Questions

No Questions Asked