

Warwickshire County Council Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team on 01926 412370 or equalities@warwickshire.gov.uk

Service / policy / strategy / practice / plan being assessed	Proposal to change age range at Exhall Cedars Infant School and St Matthew's Bloxam Church of England Primary School
Business Unit / Service Area	Education Services
Is this a new or existing service / policy / strategy / practice / plan? If an existing service / policy / strategy / practice / plan please state date of last assessment	Existing, not previously assessed
EIA Review team – list of members	Rosalind Currie
Do any other Business Units / Service Areas need to be included?	No
Does this EIA contain personal and / or sensitive information?	No
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?	If yes please let your Assistant Director and the Customer Relations Team know as soon as possible

	No
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1. Please explain the background to your proposed activity and the reasons for it.

That the Portfolio Holder for Education and Learning agrees to the undertaking of a public consultation on changing the age range at Exhall Cedars Infant School and at St Matthew's Bloxham Church of England Primary School with effect from September 2021.

The age range changes are proposed to enable the schools to provide early years services in a more efficient way. The consultation is required by legislation.

2. Please outline your proposed activity including a summary of the main actions.

A public consultation via Ask Warwickshire and in line with statutory guidance.

As part of our consultation we are asking diversity monitoring questions to ensure we've received a range of opinions from a broad cross section of the community. This data can then be collated and compared as a whole. The resulting comparison helps us build an accurate picture of those who have responded and allows any gaps in uptake to be identified and explored.

3. Who is this going to impact and how? (customers, service users, public and staff)

It is good practice to seek the views of your stakeholders and for these to influence your proposed activity. Please list anything you have already found out. If you still need to talk to stakeholders, include this as an 'action' at the end of your EIA. **Note that in some cases, there is a duty to consult, see more.**

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The consultation will allow stakeholders, defined through statutory guidance, to comment on the proposal.

4. Please analyse the potential impact of your proposed activity against the protected characteristics.

N.B Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at question 7.

	What information do you have? What information do you still need to get?	Positive impacts	Negative impacts
Age		Opportunity to provide comment via the consultation	
Disability Consider <ul style="list-style-type: none"> • Physical disabilities • Sensory impairments • Neurodiverse conditions (e.g. dyslexia) • Mental health conditions (e.g. depression) • Medical conditions (e.g. diabetes) 		Opportunity to provide comment via the consultation	
Gender Reassignment		Opportunity to provide comment via the consultation	
Marriage and Civil Partnership		Opportunity to provide comment via the consultation	
Pregnancy and Maternity		Opportunity to provide comment via the consultation	
Race		Opportunity to provide comment via the consultation	

Religion or Belief		Opportunity to provide comment via the consultation	
Sex		Opportunity to provide comment via the consultation	
Sexual Orientation		Opportunity to provide comment via the consultation	

5. What could the impact of your proposed activity be on other vulnerable groups e.g. deprivation, looked after children, carers?

None, the consultation is to invite feedback from all stakeholders.

6. How does / could your proposed activity fulfil the three aims of PSED, giving due regard to:

- the elimination of discrimination, harassment and victimisation
- creating equality of opportunity between those who share a protected characteristic and those who do not
- fostering good relationships between those who share a protected characteristic and those who do not

Through adhering to statutory processes.

7. Actions – what do you need to do next?

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts for protected groups
- Whether you could do more to fulfil the aims of PSED

- Anything else you can think of!

Action	Timescale	Name of person responsible
Analyse consultation responses by protected group and identify any key actions	At close of consultation period	Rosalind Currie

8. Sign off.

Name of person/s completing EIA	Rosalind Currie
Name and signature of Assistant Director	
Date	3/2/21
Date of next review and name of person/s responsible	n/a