

DRAFT

EQUALITY IMPACT ASSESSMENT (EIA)

Proposal to Consult on the Amalgamation of Round Oak and Ridgeway Schools

Before completing this document please refer to our Guide to Equality Impact Assessments.

Service / policy / strategy / practice / plan being assessed	Proposal to Consult on the Amalgamation of Round Oak and Ridgeway Schools
Business Unit / Service Area	Education Services
Is this a new or existing service / policy / strategy / practice / plan? <i>If an existing service / policy / strategy / practice / plan please state date of last assessment</i>	New
EIA Review team – list of members	Steve Pendleton, Helen Redican, Ross Caws
Do any other Business Units / Service Areas need to be included?	Resources (Finance, Legal, Property)
Date of assessment	January 2020
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees? <i>If yes please let your Assistant Director and the Customer Relations Team know as soon as possible</i>	Yes

Details of service / policy / strategy / practice / plan

Scoping and Defining	
(1) What are the aims, objectives and outcomes of the service / policy / strategy / practice / plan?	The Annual Education Sufficiency Update (June 2019) shows that an additional 78 specialist SEND places will be required by 2023. Whilst some of these extra places can be provided by developing specialised resourced provision in mainstream schools, the majority will need to be provided through an expansion of existing special schools. Ridgeway (Primary) and Round Oak (secondary) are the two special schools in the area capable of providing the extra places, but Ridgeway's site is too small for additional classrooms. There is scope for development on the Round Oak site. By merging Round Oak and Ridgeway Schools, an all-through school can be created based on the two sites and the capacity for development on the Round Oak site can be shared across both the primary and secondary phases.
(2) Who are the customers?	Children with Education, Health and Care Plans in the Leamington/Warwick area
(3) How has equality been considered in the development or review so far?	Yes. Forecasts indicate that at any time 30 primary aged pupils with SEND would need to attend schools away from their local community if this proposal does not go ahead.
(4) What is the reason for the change/development?	The proposed merger of the two schools will allow the Council to create additional special school places in order to meet the forecast demand for 78 more places in the Leamington/Warwick area
(5) How does it fit with Warwickshire County Council's wider objectives?	How the proposal meets Warwickshire's core outcomes is set out below:

	Warwickshire's communities and individuals are supported to be safe, healthy and independent	
	Support our most vulnerable and disadvantaged children reducing the need for children to become, or remain looked after	Y
	Warwickshire's economy is vibrant and supported by the right jobs, training and skills and infrastructure	
	Support and enable children and young people to access a place in high quality education settings	Y
	Delivery of Revenue Savings / Generation of Revenue Income	
	Put our financial resources in the right place to support the Organisation's priorities	Y
	Develop our work force so that it has the right skills and capabilities to get the job done	Y
	Pursue leadership excellence and high performance at all levels	Y
	Reduce demand and cost through innovative and effective service redesign	Y
(6) Why might it be important to consider equality and the protected characteristics?	Ensure correct support is put in place for learners with special educational needs and disabilities.	

Information Gathering	
<p>(7) What sources of data have you used?</p> <p><i>You must keep a record of any data you have currently used as supporting evidence</i></p>	<p>Consultation responses from SEND and Inclusion Strategy Forecast High Needs Funding SEND Needs Assessment 2017-22 Warwickshire Education Strategy – Annual Sufficiency Update (June 2019) Latest data on numbers on the roll of each school</p>
<p>(8) What does the data you have tell you about your customers and about protected equality groups?</p>	<p>The merger will allow primary places to be created locally to prevent more children having to be placed in special schools in other parts of the county or in independent out county provision with increased travel costs and inconvenience to the children, families and professionals supporting them. It is estimated that 30 primary aged children would be affected at any time.</p>
<p>(9) What do you need to know more about?</p>	<p>Nothing currently, but will need to ensure that data is kept current and up to date as we review SEND provision across Warwickshire in the future.</p>
<p>(10) How could you find this out and who could help you?</p>	<p>Education Services and the two schools included in the proposal</p>
Engagement and Consultation	
<p>(11) Who have you consulted with from protected equality groups?</p>	<ul style="list-style-type: none"> • SEND & Inclusion Strategy involved wide consultation has highlighted the need for more local specialist provision • The governing bodies of both special schools <p>Once approval given, the staff of both schools, parents and members of the local community</p>

(12) Who else could you consult with?	Not relevant at this stage Statutory consultations will need to take place post approval
(13) Who can help you to do this?	Officers in Education Services
Monitor and Evaluate	
(14) How will you monitor and evaluate the service / policy / strategy / practice / plan?	Corporate Board plus Education Services SLT

Please note: Further information and advice about the corporate consultation process can be found [here](#).

(15) Analysis of impact and potential actions:				
Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> • Eliminate discrimination/mitigate negative impact • Advance equality of opportunity • Foster good relations
		Positive impacts identified (actual and potential)	Negative impacts identified (actual and potential)	
Age	5-11 age group	Primary age-group to benefit from the increased potential for additional provision closer to home	None	No significant adverse impact
Disability		Significant positive impact		No significant adverse impact
Sex	No significant impact			No significant adverse impact
Race	No significant impact			No significant adverse impact

Religion or belief	No significant impact			No significant adverse impact
Gender Reassignment	No significant impact			No significant adverse impact
Pregnancy and Maternity	No significant impact			No significant adverse impact
Sexual orientation	No significant impact			No significant adverse impact
Marriage and Civil Partnership (Note: only in relation to due regard to eliminating unlawful discrimination)	No significant impact			No significant adverse impact

(16) Outcomes of Equality Impact Assessment		
Action	Timescale	Responsibility
<i>No adverse impact. Continue to monitor equality impact as the proposal progresses.</i>		

Date of Next Review	01/09/2020
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Name and signature of Officer completing the EIA	Steve Pendleton
Name and signature of Assistant Director	Ian Budd

Name and signature of Directorate EDI Representative	
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If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion Team on 01926 412370 or equalities@warwickshire.gov.uk

NEXT STEP ONCE COMPLETED:

Once signed off, ensure the completed EIA is saved in a secure place alongside all supporting documentation.