

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

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| 1. Title | |
| Equality Analysis title: <i>Proposal to increase capacity at Brinsworth Academy</i> | |
| Date of Equality Analysis (EA): 4.1.2022 | |
| Directorate: <i>CYPS</i> | Service area: <i>Education</i> |
| Lead Manager: <i>Dean Fenton</i> | Contact number: <i>01709 254821</i> |
| Is this a: | |
| <input type="checkbox"/> Strategy / Policy | <input type="checkbox"/> Service / Function |
| | <input checked="" type="checkbox"/> Other |
| If other, please specify | |
| Proposal to increase capacity at Brinsworth Academy | |

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

| Name | Organisation | Role (eg service user, managers, service specialist) |
|---------------------|------------------|---|
| <i>Dean Fenton</i> | <i>RMBC CYPS</i> | <i>Head of Service - Access to Education</i> |
| <i>Nathan Heath</i> | <i>RMBC CYPS</i> | <i>Assistant Director - Education and Inclusion</i> |
| <i>Chris Stones</i> | <i>RMBC CYPS</i> | <i>Principal Officer – School Organisation</i> |

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

Proposal to increase the capacity at Brinsworth Academy by the investment of £1.3M to create 150 additional places (30x5 year groups) to ensure a sufficiency of places due to rising catchment area pupil numbers

What equality information is available? (Include any engagement undertaken)

Consultation was undertaken with parents of pupils at the school, staff, governors, all neighbouring schools, Elected members, MP and parish councils and via Neighbourhoods teams and corporate communications.

Consultation allowed an opportunity to comment on proposals and is an appendix to the report to Cabinet.

The Schools admissions policy is fully compliant with statutory requirements.

Are there any gaps in the information that you are aware of?

None

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

All admission to school applications are monitored by the Local Authority and the school has a statutory duty to inform the Local Authority of in year admission application decisions and must offer the right of appeal to an independent panel in the case of any refusals.

Engagement undertaken with customers. (date and

Stakeholder consultation took place between 19th November and 17th December 2021.

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| group(s) consulted and key findings) | Stakeholder consultation included Parents/carers, school staff, school governors, neighbouring schools, ward members, parish council, constituency MP and other interested parties. |
| Engagement undertaken with staff (date and group(s)consulted and key findings) | School staff were consulted as part of the consultation process. |

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Places at the school are allocated via the established Rotherham Admissions process and in line with the statutory School Admissions code of practice 2021. The Academy's admissions policy is fully compliant with DfE statutory requirements.

Places for children with an education, health and care plan (EHCP) are allocated via the EHCP statutory process.

Does your Policy/Service present any problems or barriers to communities or Groups?

No – the proposal seeks to establish additional permanent places at the school to ensure a sufficiency of places to meet expected future rising demand from within catchment area.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Yes – the proposal would create 30 additional places per statutory age group (30x5) on a permanent basis enabling the governing board to strategically plan for increased cohort numbers in future years.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The proposal has been brought forward to ensure a sufficiency of places in the Brinsworth area to meet future projected demand. The proposal will have a positive impact as all local children will be able to attend their local school.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

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| Title of analysis: <i>Proposal to increase capacity at Brinsworth Academy</i> |
| Directorate and service area: <i>Children and Young People’s Services – Education and Inclusion</i> |
| Lead Manager: <i>Dean Fenton</i> |
| Summary of findings: |
| <i>The proposal seeks to ensure a sufficiency of places within catchment area to meet projected rising demand.</i> |

| Action/Target | State Protected Characteristics as listed below | Target date (MM/YY) |
|---|---|-----------------------|
| <i>Complete consultation with all stakeholders</i> | <i>A D S GR RE RoB SO</i> | <i>Nov / Dec 2021</i> |
| <i>Submit report to Cabinet seeking approval of Capital investment to create 150 additional places</i> | “ | <i>February 2022</i> |
| <i>Commence design and planning approval process</i> | ” | <i>March 2022</i> |
| <i>Build programme commences to create 150 additional places (30 places x 5 year groups) at the academy</i> | ” | <i>November 2022</i> |
| <i>Build completion and handover</i> | ” | <i>August 2023</i> |

*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

| Name | Job title | Date |
|--------------|---|----------|
| Nathan Heath | Assistant Director of Education and Inclusion | 5.1.2022 |
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7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

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| Date Equality Analysis completed | 4.1.2022 |
| Report title and date | <i>Proposal to increase capacity at Brinsworth Academy</i> |
| Date report sent for publication | January 2022 |
| Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk | 6 th January 2022 |