

## Appendix 2

### 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.

| 1. Title                                                                                                                                                                                                                                                                                |                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| <b>Equality Analysis title: Proposal to close Rowan Centre PRU</b>                                                                                                                                                                                                                      |                                            |
| <b>Date of Equality Analysis (EA): 28.11.22 to 6.1.2023</b>                                                                                                                                                                                                                             |                                            |
| <b>Directorate:</b> <i>CYPS</i>                                                                                                                                                                                                                                                         | <b>Service area:</b> <i>Education</i>      |
| <b>Lead Manager:</b> <b>Kelly Crompton</b>                                                                                                                                                                                                                                              | <b>Contact number:</b> <i>01709 807882</i> |
| <b>Is this a:</b><br><input type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input checked="" type="checkbox"/> <b>Other</b>                                                                                                              |                                            |
| <b>If other, please specify</b><br>Proposal to formally close Rowan Centre PRU following the transfer of pupils to Elements Academy following DfE procedure. This will then allow the currently vacated building to be brought forward to seek proposals for alternative education use. |                                            |

**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>Kelly Crompton</i> | <i>RMBC CYPS</i> | <i>Acting Head of Access to Education</i>            |
| <i>Nathan Heath</i>   | <i>RMBC CYPS</i> | <i>Assistant Director of 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 formally close the vacated Rowan Centre PRU following the transfer of pupils to Elements Academy following DfE procedure.

This will then allow the currently vacated building to be brought forward to seek proposals for alternative education use.

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

*Pre statutory consultation was undertaken with a range of stakeholders including parent / carer forum, All Rotherham school governing boards, All Rotherham Multi Academy Trust Boards, Elected members of the Council, Constituency MPs and parish councils, Neighbourhoods networks, neighbouring Local Authorities and via corporate communications.*

*Consultation allowed an opportunity to comment on proposals as reported to Cabinet on 21 November 2022.*

*Representations to the consultation are a redacted appendix to the Cabinet report for February 2023.*

**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?**

*Monitoring will be via Education Senior Management Team, CYPS DLT and SEND Strategic Board.*

**Engagement undertaken with customers. (date and**

*Stakeholder consultation took place between 28.11.22 and 6.1.23 as part of the pre statutory consultation process aligned to DfE statutory guidance opening and*

|                                                                                       |                                                                                                                                                                                                                                                       |
|---------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>group(s) consulted and key findings)</b>                                           | <i>closing maintained schools. No objections / concerns were raised. Statutory consultation taking place up to 31.03.23.</i>                                                                                                                          |
| <b>Engagement undertaken with staff (date and group(s)consulted and key findings)</b> | <i>Stakeholder consultation took place between 28.11.22 and 6.1.23 as part of the pre statutory consultation process aligned to DfE statutory guidance. No objections / concerns were raised. Statutory consultation taking place up to 31.03.23.</i> |

#### **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)

*As the Rowan Centre PRU is currently vacated following the transfer of pupils to Elements Academy the proposals brought forward seek to formally close the provision following DfE procedure and allow the site to be brought forward for other educational purposes to meet the needs of children and young people in Rotherham.*

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

*No – the proposals seek to formally close a vacated education site to enable the Local Authority in due course to seek proposals to establish new education provision on the site aligned to local need and the local authorities place planning strategy.*

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

*Yes – the proposal seeks to formally close a vacated PRU following DfE statutory guidance, allowing in due course the site to be made available to seek proposals for alternative education use creating additional education provision in borough aligned to the place planning strategy.*

**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)

*As part of the ongoing SEND sufficiency strategy work, wider community consultation and parent/carer representation is sought when developing sufficiency plans. The SEND sufficiency strategy and phase 1, 2,3 and 4 programmes to create additional capacity have been received and supported positively as they create resources for children with specific needs.*

*Should the proposed closure of the school be approved, the site will be brought forward for additional educational use, further enhancing the local offer.*

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

|                                                                                                                                                                                                                                                                             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Title of analysis:</b> Proposal to close Rowan PRU following transfer of pupils to Elements Academy                                                                                                                                                                      |
| <b>Directorate and service area:</b> <i>Children and Young People's Services – Education and Inclusion</i>                                                                                                                                                                  |
| <b>Lead Manager:</b> Nathan Heath                                                                                                                                                                                                                                           |
| <b>Summary of findings:</b>                                                                                                                                                                                                                                                 |
| <i>The prescribed alteration seeks to provide 30 permanent places to a special school aligning available places to capacity available. Places allocated at the school are via statutory EHCP process. Wide reaching consultation has not raised any issues or concerns.</i> |

| Action/Target                                                                                                                                         | State Protected Characteristics as listed below | Target date (MM/YY)                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|------------------------------------------|
| <i>Complete the statutory process in relation to proposals to close the school following DfE statutory guidance</i>                                   | <i>A D S GR RE RoB SO</i>                       | <i>April 2023</i>                        |
| <i>Should the closure be approved by Cabinet, the site can then be brought forward to seek expressions of interest for alternative education use.</i> | ,,                                              | <i>May 2023</i>                          |
| <i>Seek DfE decision / approval of preferred proposal.</i>                                                                                            | ,,                                              | <i>September 2023</i>                    |
| <i>Establish new provision.</i>                                                                                                                       |                                                 | <i>Commencing September 2023 onwards</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 | 8.3.23 |
| Education SMT                                                                                                                                                          |                                               |        |
| CYPS DLT                                                                                                                                                               |                                               |        |

| 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 <b>Cabinet, key delegated officer decision, Council, other committee or a significant operational decision</b> 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 <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a> For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.                                  |                                                                                     |
| <b>Date Equality Analysis completed</b>                                                                                                                                                                                                                               | 8.3.23                                                                              |
| <b>Report title and date</b>                                                                                                                                                                                                                                          | <i>Proposal to close Rowan PRU following transfer of pupils to Elements Academy</i> |
| <b>Date report sent for publication</b>                                                                                                                                                                                                                               |                                                                                     |
| <b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b><br><a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>                                                                                                           |                                                                                     |