

## 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:</b> Expansion of Waverley Junior Academy	
<b>Date of Equality Analysis (EA):</b> 31/10/23	
<b>Directorate:</b> CYPS	<b>Service area:</b> Access to Education
<b>Lead Manager:</b> Sarah Whitby	<b>Contact number:</b> 01709255097
<b>Is this a:</b> <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> Proposal to increase school capacity	

**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)
Sarah Whitby	RMBC	Head of Service Access to Education
Aileen Chambers	RMBC	Interim Assistant Director for Education
Pam Ward	RMBC	Interim Assistant Director for Education

**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.)

The Local Authority has a duty to maintain a sufficiency of school places within the Borough for the projected number of children requiring one. Expansion to the existing school is needed to ensure sufficient provision as a result of new housing being built. There is insufficient existing capacity in the Borough to accommodate the eventual pupil yield and as such a Section 106 of the Town and Country Planning Act agreement is in place to fund the provision of primary education infrastructure on the development site.

The proposals affect residents within the local Waverley community and surrounding areas. They will impact parents of children of Nursery and Primary age children, and those with pre school children who will become enrolled at school.

The intended outcome is that more children can attend a local school within their community.

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

Feedback from local residents and via the Community Council is that residents would welcome the opportunity for more children to attend a local community school and support for the expansion has been voiced through letters of concern from individual residents and the Community Council.

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

Information about protected characteristics is limited as only information necessary for the admission of children to school is collated- to request additional information in relation to protected characteristics is not lawful.

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

Ongoing monitoring of the number of catchment children able to access their local school.

**Engagement undertaken with customers. (date and group(s) consulted and key findings)**

Engagement with ACET (Academy Sponsor) and the DfE regional place planning advisers in October 2023 to inform the proposal for expansion.

There will be a full consultation carried out by ACET to support the request to the DfE for the significant change. Feedback from residents in letters to RMBC and through the Waverley Community Council has been in favour of expansion.

Further consultation with the community is planned through attendance at a meeting of the Waverley Community Council.

**Engagement undertaken with staff (date and group(s) consulted and key findings)**

No direct impact to staff, this is a community resource. However, a RMBC steering group across Education, Asset Management and Planning will ensure that views of relevant parties are heard throughout the proposed expansion process. Additional stakeholders will join the group as required.

**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)**

The proposal for expansion will provide additional school places for the local community across a range of protected characteristics. The school currently provides education provision with fully inclusive facilities including mainstream, Early Years and SEN provision on site.

The expansion of the school is to meet the needs of the community as current primary education infrastructure does not have the capacity long term to accommodate the additional pupil yield.

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

None that are known.

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

Yes, the proposal to increase capacity will allow more local children to be placed in the school and remove barriers for parents and carers of travelling to schools at a greater distance of up to 2 miles.

**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)

Improved community relations as more children will access the local school so there will be less divide between families who secure a place there and those who don't. The proposals will still potentially see some local children placed at schools out of catchment as capacity remains in these schools.

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> Expansion of Waverley Junior Academy
<b>Directorate and service area:</b> CYPS, Access to Education
<b>Lead Manager:</b> Sarah Whitby
<b>Summary of findings:</b>
<b>The proposed expansion will have a positive impact on the local community.</b>

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
<b>Seek Cabinet approval of the decision</b>	<b>A,D,S,GR ,RE,RoB,SO,PM,CPM,C ,O</b>	<b>December 2023</b>
<b>Submit planning application</b>	<b>A,D,S,GR ,RE,RoB,SO,PM,CPM,C ,O</b>	<b>January 2024</b>
<b>Discharge of conditions application</b>	<b>A,D,S,GR ,RE,RoB,SO,PM,CPM,C ,O</b>	<b>May 2024</b>

Commence building project	A,D,S,GR ,RE,RoB,SO,PM,CPM,C ,O	September 2024
Sign off and handover of extension	A,D,S,GR ,RE,RoB,SO,PM,CPM,C ,O	August 2025

\*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
Nicola Curley	Strategic Director – Children & Young Peoples Service	01/11/2023
Cllr Victoria Cusworth	Cabinet Member for Children & Young People	14/11/2023

7. Publishing
<p>The Equality Analysis will act as evidence that due regard to equality and diversity has been given.</p> <p>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.</p> <p>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.</p>

<b>Date Equality Analysis completed</b>	31 October 2023
<b>Report title and date</b>	Proposal to increase capacity at Waverley Junior Academy through s106 contribution provided by the housing developer to fund the education infrastructure across the development
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	01/11/2023