



# Equality Impact Assessment Toolkit

(April 2014)

**Section 1: Your details**

**EIA lead Officer:** Sally Gibbs

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**Head of Section:** Andrew Roberts

**Chief Officer:** Julia Hassall

**Directorate:** Children and Young People's Department

**Date:** 6<sup>th</sup> November 2014

**Section 2: What Council proposal is being assessed?**

PERMISSION TO CONSULT ON AMALGAMATION OF PENSBY HIGH SCHOOLS

**Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?**

**Yes** If 'yes' please state which meeting and what date

Cabinet, 6<sup>th</sup> November 2014.....

Please select hyperlink to where your EIA is/will be published on the Council's website

**Families & Well-Being** (Adult Social Services, Children & Young People, Sport & Recreation)

<http://bit.ly/famwellEIA>

**Section 3:** Does the proposal have the potential to affect..... (please tick relevant boxes)

- X **Services**
- X **The workforce**
- X **Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

**Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?**

**You may also want to consider socio-economic status of individuals.**

**Please list in the table below and include actions required to mitigate any potential negative impact.**

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
Gender	If approved, some local parents may have specifically chosen single sex education which is no longer offered locally.	Parents of existing pupils who do not wish to transfer to a mixed sex school can apply for a transfer to an alternative single sex school.	Sally Gibbs	Ongoing	
Socio-economic	If approved, local parents choosing a single sex education in future may incur increased travel costs compared with the current position, which has a particular impact on low income families.	Council's home to school travel policy would be applied to determine whether parents are entitled to free travel. Schools may be able to utilise Pupil Premium funding to offset travel costs in qualifying cases.	Sally Gibbs  Schools	Ongoing	Home to school travel budget

**Section 4a: Where and how will the above actions be monitored?**

Report requests permission to consult on proposals for change. The outcome of the consultation would be reported to Cabinet. There is then a further statutory representation period before any final decision is made.

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

Not applicable

**Section 5: What research / data / information have you used in support of this process?**

In May 2010, the two Pensby secondary schools entered into a hard Federation, enabling the two schools to work together more closely under a single governing body, building on the existing joint sixth form arrangements, helping to safeguard viable secondary education for both girls and boys in Pensby as rolls fall in forthcoming years.

The governing body of the Pensby High Schools Federation has now requested a consultation on the amalgamation of the two schools.

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

Yes

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

## **Section 7: How will consultation take place and by when?**

A six week consultation would take place, set out by Department for Education guidance, including all statutory consultees. An advert is placed in a local newspaper. The consultation is also advertised on the Council's consultation website.

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

## **Section 8: Have you remembered to:**

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**