

# 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:** 9<sup>th</sup> July 2015

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

INTENTION OF GOVERNING BODIES OF BRENTWOOD EARLY YEARS CENTRE AND SOMERVILLE PRIMARY SCHOOL TO CONSULT ON FEDERATION

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

**No** If 'yes' please state which meeting and what date

**Delegated Authority report**

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)

<https://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-april-2014/eias-families-wellbeing>

**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>
Socio-economic	Federation of the two schools should provide some financial efficiencies, allowing the free-to-attend early years provision at Brentwood Early Years Centre to be maintained in the local area.		Schools	Ongoing	

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

Decisions on federation are made by the Governing Body, not by the Council. If the federation is approved following consultation, the budget of the federation will continue to be monitored by the Authority.

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

Nursery places will be maintained at the Brentwood site, with no change to the method of admittance, staffing arrangements or structure.

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

On 3rd February 2011, the outcomes of the Phase 6 Primary Places consultation process involving the South Wallasey planning area were reported to Cabinet. The consultation included consideration of options for change relating to Brentwood Early Years Centre, specifically, the closure of Brentwood Early Years Centre, to be converted to Early Years provision governed by Somerville Primary School either in situ on the Brentwood site, or in new accommodation on the Somerville site. The recommendation in the February 2011 report was as follows: That Brentwood Early Years Centre be monitored and alternative options for shared governance arrangements considered. Following preliminary discussions with officers, on 10th June 2015, the governing bodies of Brentwood EYC and Somerville Primary School met separately to discuss the possibility of establishing a hard federation under a single headteacher. Both governing bodies have now decided to begin a consultation on hard federation under a single governing body and headteacher.

**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?**

The governing bodies of the two schools will hold a six week consultation as set out in the guidance on federating schools. This is expected to take place in Autumn 2015.

The outcome of the consultation will be considered by the two governing bodies, and a joint decision taken whether or not to proceed with the federation. If they decide to proceed, they must inform the Authority of this and provide the Authority with a draft instrument of government. On the federation date the governing bodies of the schools are dissolved, and the governing body of the federation would be incorporated.

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?**