

Equality Impact Assessment Toolkit

(May 2014)

Section 1: Your details

EIA lead Officer: David Armstrong

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Head of Section: Philip Ward (SEND)

Chief Officer: Julia Hassall

Directorate: CYPD

Date: 6th August 2014

Section 2: What Council proposal is being assessed?

Outcome of the consultation on the closure of The Lyndale School

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 4th September 2014

Please select hyperlink to where your EIA is/will be published on the Council's website ([please select appropriate link & delete those not relevant](#))

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)

- Services**
- The workforce**
- 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 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.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Pupils with special educational needs and disabilities who attend The Lyndale School	If the decision is to close the school the remaining pupils will be found another school through the statutory processes. This will provide new and different opportunities for the children and families. The Lyndale children can access provision at Elleray Park School and Stanley School.	Should the school close the local authority will discuss with each parent individually about preferences for other schools. Every effort is being made to ensure that the needs assessment of each child is maintained by the school, family and the LA via the ongoing work with the education psychology service with the support of continuing care where appropriate.	Phil Ward	During the consultation period and transition period if proposal agreed.	From within the department's budget.

<p>Other schools and staff</p> <p>The Lyndale staff</p>	<p>Any receiving school will need to adjust to the additional requirements to meet the needs of the children and any supportive action by the LA and schools will need to be planned for January 2016.</p> <p>Staff of the Lyndale School may not secure employment should the school close. Governing bodies take decisions about the employment of staff. The council does not have a redeployment policy.</p>	<p>There will be close collaborative working between the receiving schools and the Council with regard to any adjustments that may need to be carried out in relation to the physical environment and buildings. This will also include skill training for staff where needed.</p> <p>A commitment has been given by the LA to the Lyndale staff to help them find suitable alternative employment as far as possible. Receiving schools will be encouraged to consider the skills and experience of the Lyndale staff in any recruitment process.</p>			
<p>The Lyndale Parents and others</p>	<p>During the consultation both parents and others such as teachers, governors and members of the community expressed opposition to the proposal to close the school. Many concerns were raised about the health and safety of the children should they need to move to another school.</p>	<p>The Council and other special primary schools gave assurance that the children of the Lyndale School would be properly provided for at other schools and that where training needs or some capital money was required to support the children this</p>	<p>Phil Ward</p>	<p>To commence after final decision by Cabinet</p>	<p>From within department's budget.</p>

		would be provided			

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

Through an operational group set up to oversee the outcome of the proposal if agreed. This will be chaired in future by the senior SEN Manager.

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

N/A

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

Past, current and future pupil numbers. Financial/funding data held by the department. Employment of an independent consultant to comment on options and the SEN Improvement Test.

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

Yes (please delete as appropriate)

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 for publishing)

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

A public consultation commenced on the 2 April 2014 which has complied with all the necessary legislative requirements and ended on the on the 25th June 2014. A series of six public meeting were arranged and have all now been held. Anyone with question and views had the opportunity to contact the department. Information about this has been published too.

Before you complete your consultation, please email your preliminary EIA to 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 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 via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**