



Equality Impact Assessment Toolkit (March 2017)

Section 1: Your details

EIA lead Officer: Sally Gibbs

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Head of Section: Sue Talbot

Chief Officer: Paul Boyce

Directorate: Children and Families

Date: 28th January 2020

Section 2: What Council proposal is being assessed?

Recommendation to approve a phased review of primary school provision

Section 2a: Will this EIA be submitted to a Cabinet or Committee meeting?

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

Cabinet – 23rd March 2020

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

Children's Services (Targeted Services, Children's Social Care, Contracts and Commissioning, Performance, Quality & Improvement, Children's Safeguarding)

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2017-1>

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 for publishing)

Section 4:

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

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
Socioeconomic	Financially efficient school provision benefits pupils from all socioeconomic backgrounds including deprivation	-			
Disability	Options may involve potential for increased travel time or distance	Parents encouraged to apply for eligible benefits to assist with transport; Walking bus and other similar schemes	Schools	Ongoing	None
	Fully accessible modernised inclusive school accommodation	-			
Age	Financially efficient school provision benefits all Wirral's school age pupils	-			

	<p>Enhanced school buildings</p> <p>Enhanced continuity between Foundation 1 and Foundation 2</p> <p>Potential for disruption to children's education through change of site</p>	<p>-</p> <p>-</p> <p>Transition planning</p>	<p>Assistant Director of Children's Services</p>	<p>Prior to and following any agreed option implementation</p>	<p>Central and school staff</p>
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Section 4a: Where and how will the above actions be monitored?

The Local Authority will ensure that the consultation and outcomes from this are monitored closely and deliver maximum benefit to Wirral's children and young people.

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?

Schools Census
Projections of pupil numbers
Ofsted reports
Pupil and mapping data held by the Council
CFR 2018/19
DfE guidance on school re-organisation

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

Yes

If 'yes' please continue to section 7.

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?

If approved, a minimum 6 week consultation will take place in line with the guidance

- a) A range of documentation will be produced and distributed. This will include a consultation document and review pack available online and at locations in the local area; parent consultation leaflets and comments forms to parents whose children attend a school named in an option.
- b) A meeting will be arranged for all interested stakeholders including parents, staff, governors, councillors etc. at each of the schools named in options for closure or amalgamation.
- c) All of the relevant documentation produced for the consultation will be shared with the Diocesan Bodies.

The importance of eliciting the views of pupils is sometimes raised and this is an issue which is taken very seriously. We are sensitive to the fact that school re-organisation is by its nature upsetting and potentially stressful, particularly for children. Discussions with headteachers will take place to establish whether pupils should be formally consulted, and if so, how this could be carried out with minimum impact. In the past this has included a combined response from the School Council, for example.

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?**