

Equality Impact Assessment Toolkit (March 2017)

Section 1: Your details

EIA lead Officer: Sue Talbot

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Head of Section: Sue Talbot

Chief Officer: Paul Boyce

Directorate: Children's

Date: August 2018

Section 2: What Council proposal is being assessed?

The pupil outcomes for each key stage are scrutinised by school improvement officers when the data is initially received in July and August each year. At this point the data is provisional and no national averages are confirmed. The provisional data is scrutinised to determine where there have been improvements and where standards have deteriorated. The data is analysed at a local authority level, then further scrutiny takes place using pupil characteristics such as gender, disadvantage, SEN, children looked after to determine underachievement and key areas for development.

A more detailed scrutiny is undertaken by each of the four localities to determine which schools have underperformed. The locality boards identify upward and downward trends so that best practice can be shared and appropriate support and challenge deployed.

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

Yes / No

If 'yes' please state which meeting and what date

Children's Scrutiny Committee September 2018

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)

- 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
All Protected Groups	<p>Positive: By reviewing and acting upon the outcomes of the Standards 2018 report key strengths can be shared and celebrated. Detailed scrutiny will enable professionals to drill down to determine which pupil groups are not achieving as well as others. Individual schools and locality boards will determine key areas of school improvement work which will be delivered and monitored to diminish attainment and progress gaps. Where this is successful it will ensure to that Wirral pupils to achieve their full potential. Increasing attainment for all students will result in increasing students opportunities to get employment, training, and skills so reducing the education and economic inequalities in the borough.</p>	N/A	Lead School Commissioner Sue Talbot	The Standards 2018 report covers the period September 1 st 2017- August 31 st 2018	Staff to work in partnership with other individual schools, the locality boards and the School to School Partnership Board to deliver key actions to improve standards.

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

Progress will be monitored regularly to review the delivery and impact of key action plans identified in each locality. The School to School Partnership Board will monitor and evaluate progress each term. The Board will also monitor qualitative feedback from headteachers through the locality boards, the headteacher cluster groups and Primary Headteachers Consultation Group regarding how schools can continuously improve.

Progress against these measures will be reported on a quarterly basis through the Children are Ready for School and Young People are Ready for Work and Adulthood strategies.

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?

The Standards 2018 report uses current data feeds from NOVA and the Department for Education. Comparative information comes from the North West School Improvement leads.

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

Yes

:

(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?

Consultation with Headteachers and school leaders is planned for September 2018.

The School to School Partnership Board will oversee an ongoing process of consultation and engagement with Headteachers to plan then review the delivery of key actions to raise standards.

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?**