

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed:Les Knight
Directorate:Children and Families
Individual(s) completing this assessment:Les Knight
Date assessment completed:13th May 2021

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

Capital Investment Strategy SEN and Disabilities which includes a proposal to close the 6th form at Westfield Special School

What is the aim, purpose and/or intended outcomes of this activity?

To provide a 10 year strategy for the improvement of the specialist educational accommodation for children with special educational needs and disabilities.

Name of lead for activity

Sue Woodrow

Who will be affected by the development and implementation of this activity?

- Service users
- Patients
- Carers
- Visitors
- Staff
- Communities
- Other:

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

National Statistical Data for national benchmarking around sufficiency
Local demand data
Building compliance and condition survey
Feedback from the consultations listed below
Information provided by practitioners

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

Full public consultation
 Consultation with relevant schools and educational settings
 Discussed at multi-agency SEND Strategy group
 Comments sought from Herefordshire Parent Carer Voice
 Consultation through Schools' Capital Investment Board

Summary of relevant findings

As presented in a paper to Herefordshire Council cabinet on 22/4/21- available on HC website under public meetings

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	Y			Strategy offers Improved facilities for students aged 16-19 at the new Beacon College. It puts them on a par with the facilities at other mainstream colleges in Hereford and indeed offers access to the facilities of the colleges.
Disability	Y		Y	<p>All of the building projects are designed to improve the quality of accommodation for different groups of SEND, some of which is in very poor condition. Improving the facilities will give the message that we value our most vulnerable pupils/students. In some cases, additional facilities will reduce reliance on schools outside of the County, removing travel times.</p> <p>There have been 2 challenges for very specific groups resulting from the proposed closure of the 6th form at Westfield Special School</p> <p>1. for those living very close to Leominster are likely to have a longer journey than currently although the average travel time for students is calculated by the transport team to be similar.</p> <p>2. The same closure of the 6th form has been questioned in terms of where students are currently will be accessing work experience opportunities and will this dislocate them from their home communities.</p>
Gender Reassignment		Y		
Marriage & Civil Partnerships		Y		

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Pregnancy & Maternity		Y		
Race (including Travelling Communities and people of other nationalities)		Y		
Religion & Belief		Y		
Sex (including issues of safety and sexual violence)	Y			The re-modelling of The Brookfield school will offer proper facilities for girls in the secondary school thus removing a potentially discriminatory situation.
Sexual Orientation				
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)				
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)	Y			The facilities to allow clinical work on-site at the new build special schools will potentially remove access inequality for families of children with SEND who are known to have poorer health outcomes. The join up with schools will support multi-agency working.

What actions will you take to mitigate any potential negative impacts?

Potential negative impact	Actions required to reduce/ eliminate negative impact	Who will lead on action?	Timeframe
Closure of Westfield School 6 th form - Opportunities for work experience/employment for Leominster-based students under the new arrangements	<p>Beacon College have indicated in their bid to run Beacon College will offer opportunities in students' home communities as well as in Hereford.</p> <p>This development does provide an opportunity for students to experience new things and if they wish to, move to a different part of the County. This supports independence of students in the same way as for non-disabled students, yet with considerable support to do this.</p>	Accordia Academies Trust (Beacon College)	From opening in Sept 2021

Potential negative impact	Actions required to reduce/eliminate negative impact	Who will lead on action?	Timeframe
Closure of Westfield School 6th form - potential Increased travel times	The transport section will review all routes to minimise travel times. It should be noted that all other 6 th form students living outside of Hereford city currently need to travel into Hereford. This will be the same for Leominster-based students.	Council Transport section	From opening in Sept 2021

Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.

4. Monitoring and review

How will you monitor these actions?

Seeking information from Accordia Academies Trust and the Council Transport Section


When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)

Each time a project becomes live, a specific EIA will need to be completed

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA



Date signed

13th May 2021