

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #727

1.0 Screening Information

Project Name

Grove Change of Age Range

Name of Project Sponsor

Sarah Wilkins

Name of Project Manager

Rachel Kiernan

Name of Project Lead

Rachel Kiernan

Please give a brief description of the project

Proposal to change the age range of the school from 2 - 11 yrs to 3 - 11 yrs to consolidate the school into the Junior building, operate a Early Years Foundation Stage Unit and enable the Multi-Academy Trust who will operate the school enter into an agreement with a private early years provider to operate early years provision from the Infant site.

Data Protection screening result

Does not need a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Will require a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

Proposal to change the age range of the Grove Primary School from 2 - 11 yrs to 3 - 11 yrs to enable the school to operate from one building (Junior building) and operate an Early Years Foundation Stage Unit. This will also enable the Multi-Academy Trust taking over running the school to enter into an agreement with a private early years provider to operate early years provision and wrap around provision from the Infant building.

Upload Business Case or Support documents

[□ CMR Report The Grove Change of Age Range v1.0 final draft.docx](#)

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

Statutory proposals - formal consultation with stakeholders

CMR decision July

Accommodation improvements for the school to operate from one site

Project Outcomes

Briefly summarise what the project will achieve.

School will operate an EYFSU with reception children and pre-school children the year before they start school

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

Yes

1.2 Responsibility

Directorate/Organisation

Worcestershire Children First

Service Area

Education and Early Years

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

September 2024

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Rachel Kiernan
Job title	Group Manager Education Sufficiency and Place Planning
Email address	rkiernan@worcechildrenfirst.org.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

Staff

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

Parent / carers of the school, staff and governors of the school, local community members, local members

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

The Department for Education guidance for school organisation / prescribed alternations, requires the Local Authority to publish full proposals and enter into a representation stage for all stakeholders to have their say. The Cabinet Member with responsibility for Education is asked to approve the publication and start of representation stage for this proposal.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

Findings will be included once representation stage is complete

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential negative impact selected.

Explanation of your reasoning:

There are currently four families with two year olds attending the school early years provision. If this proposal is agreed, these four families will need to find alternative early years provision. The Local Authority, school and Multi-Academy Trust will support these families to do so.

Disability

Potential neutral impact selected.

Explanation of your reasoning:

The provision is inclusive provision as is all early years provision.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

The proposal does not relate or have reference to gender.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

The proposal does not relate or have reference to marriage or partnerships.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

The proposal does not relate or have reference to pregnancy or maternity.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

The proposal does not relate or have reference to race.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

The proposal does not relate or have reference to religion or belief.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

The proposal does not relate or have reference to sex.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

The proposal does not relate or have reference to sexual orientation.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential neutral impact selected.

Explanation of your reasoning:

The proposal does not relate or have reference to vulnerable or disadvantaged groups.

Health inequalities

Potential neutral impact selected.

Explanation of your reasoning:

The proposal does not relate or have reference to health inequalities.

Social and economic

Potential negative impact selected.

Explanation of your reasoning:

The families impacted may have to travel further to early years provision. This may only be for a temporary period until the Multi-Academy Trust have entered into an Agreement with a private early years provider to operate from the Infant building.

Physical health

Potential neutral impact selected.

Explanation of your reasoning:

The proposal does not relate or have reference to physical health.

Mental health and wellbeing

Potential negative impact selected.

Explanation of your reasoning:

The proposal may cause families impacted concern, the Local Authority, school and Multi-Academy Trust will support the families to find alternative provision.

Access to services

Potential negative impact selected.

Explanation of your reasoning:

The proposal may cause require families to find alternative early years provision for their two year olds, the Local Authority, school and Multi-Academy Trust will support the families to find alternative provision.

6 Actions to mitigate potential negative impacts

Risk identified	There is a risk that families impacted (four) require support to identify alternative early years childcare from September 2024.
Actions required to reduce/eliminate negative impact	The Local Authority, school and MAT will support these families to find alternative suitable provision from September 2024.
Who will lead this action	Early Years Team, School And Mat
Timeframe	June to September

How will you monitor these actions?

The school will report back on the four families.

7 When will you review this equality and public health estimate(EPHIA)?

Once the representation stage is complete, ahead of final decision by CMR.

8 Declaration

The following statement has been read and agreed:

- 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: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to 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 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

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

03/07/2024 10:57:48

Screening Submitted Date Time

23/05/2024 10:11:38

Last Reopened Date Time

No Date Recorded

Full Impact Submitted Date Time

23/05/2024 10:28:17

Approved/Rejected Date Time

03/07/2024 10:57:48

Current User Dashboard Request Status

Complete

9.0 People with access to the original screening

[Rachel Kiernan \(rkiernan@worschildrenfirst.org.uk\)](mailto:rkiernan@worschildrenfirst.org.uk)

[Sarah Wilkins \(swilkins@worschildrenfirst.org.uk\)](mailto:swilkins@worschildrenfirst.org.uk)

9.1

People with access to this equality and public health assessment

[Rachel Kiernan](mailto:rkiernan@worschildrenfirst.org.uk) (rkiernan@worschildrenfirst.org.uk)

[Sarah Wilkins](mailto:swilkins@worschildrenfirst.org.uk) (swilkins@worschildrenfirst.org.uk)

10

Direct Questions

No Questions Asked