

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Children and Families	Service area: Sufficiency and Participation
Lead person: Richard Amos	Contact number: 0113 3787232

1. Title: Proposal to join together Moor Allerton Hall Primary School and Allerton Grange High School and expand primary provision from September 2019

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify

This proposal looks to solve an issue of insignificant school places in the area.

2. Please provide a brief description of what you are screening

The Education Act 1996 places a duty on local authorities to ensure there are sufficient school places for all children living in its area. The local authority (LA) is also required to promote choice and diversity, and therefore must also ensure that there are a range of options available to parents.

Since 2012 Leeds City Council has created an additional 630 permanent primary school places (90 places per year group) as well as adding in temporary/bulge solution in the Roundhay area to address an ongoing demand for places. Much of this increase can be attributed to factors such as a city wide rise in births, Roundhay being an area that young families tend to move into ahead of their children starting primary school which is also coupled with small pockets of new housing.

As previously mentioned, several schools within the Roundhay ward and surrounding wards have either already permanently expanded or have had additional accommodation added to their site as part of a short term temporary/bulge increase. Other schools simply don't have a site large enough to expand and therefore options to create additional local places, have been limited.

Demographic analysis based on NHS data sets indicate that the demand for school places is going to continue in a similar trend, with an additional 60 places per year group required (the equivalent of a new two form entry primary school), as a permanent solution to manage the need going forward.

Over the past couple of years, the local authority has worked closely with a parents group 'The Fair Access Group', who were successful in their bid to open a free school within the Roundhay area following their application to the Department for Education (DfE). Following this approval, work began in partnership with the council, the Trust and the Education and Skills Funding Agency (ESFA) to identify a suitable site for the school. However establishing a suitable site has proven problematic and following Government announcements about changes to the free school budget nationally the ESFA asked the council to self-deliver the project.

A lack of clarity around what 'self-delivery' means, and a significant shortfall in funding for the scheme from the ESFA coupled with significant planning issues at sites preferred through public consultation, make it unlikely that the Trust would be in a position to provide the required places in Roundhay for September 2018. In light of these issues the council has sought creative and innovative solutions to provide good school places within walking distance of the families who need them.

To address the longer term need for additional primary school places in the local area, Leeds City Council (LCC) consulted on a proposal to join together Allerton Grange School and Moor Allerton Hall Primary School to form a through-school for children aged 3-19 years and to expand primary provision. The proposal would require the following to happen:

- Lowering the age-range of Allerton Grange School from 11-19 year olds to 3-19 year olds;

- Expanding primary provision at the new through-school from a capacity of 420 to 840 pupils with an increase in the admission number in reception from 60 to 120; and

- Altering the SEN provision for deaf and hearing impaired children by continuing to deliver it as part of a through-school rather than provision being offered separately by both school;

It was anticipated that Early Years and Key Stage 1 children and staff would remain within the existing Moor Allerton Hall Primary School building with enhanced outdoor facilities and a nurturing environment. Key Stage 2 children and staff would be located within the North East Learning Centre (CLC) building and Key Stage 3 and 4 children would continue to be located within the high school building. Any changes needed to the

existing facilities, with additional accommodation or the remodelling of existing buildings would form part of the design and planning process should the proposal proceed.

However during the consultation LCC received feedback from stakeholders at both the public drop-in meetings and via formal feedback submitted by paper form, email and on-line survey. It was clear from the volume of consultation responses and in particular the concerns raised about the timescales for implementation of the proposals, the size of the proposed primary provision, issues around use of the CLC building and the views of both the Governing Bodies and Senior Leadership in both schools, that it would not be appropriate for a recommendation to be made to Executive Board that follows the proposal on which the consultation was based. In response to the concerns raised it is our view that a revised proposal to be implemented in September 2019 should be taken to the next stage and that additional bulge cohorts be provided for September 2018 to allow time for the revised proposal to be agreed in detail with both schools. **That proposal is to expand primary provision from a capacity of 420 pupils to 630 pupils with an increase in the admission number from 60 to 90 with effect from September 2019 as part of a through-school.**

The proposal on which the consultation was based was for an additional 60 places to be created each year. The revised proposal to create 30 additional places for September 2019 would seem to be a more acceptable proposal given some of the consultation responses which expressed concerns about the rushed timescales, logistics of a split-site operation using the CLC, safeguarding, learning improvement, proposed size of the primary increase and increases in traffic. As the revised proposals are intrinsically linked to the proposals on which the consultation was based and the position with regard to a sufficiency of school places has not changed, it is our view that a fresh consultation would not be needed. If Executive Board gives permission to move to the next stage which would involve publishing a Statutory Notice, the publication of the Notice would mark the start of a four week formal consultation period also known as a representation period, during which time anyone may comment on or object to the proposals. We would ensure that the details of the revised proposal were communicated widely within the community to enable formal responses to be submitted and considered further prior to making a decision about next steps.

This screening form looks at the equality considerations that have taken place in order to ensure that the proposal on which we intend to seek a decision from Executive Board is fair and addresses equality, diversity, cohesion and integration from the outset and throughout.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		x
Have there been or likely to be any public concerns about the policy or proposal?	x	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		x
Could the proposal affect our workforce or employment practices?	x	
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	x	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

• **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The proposal is to create additional primary school provision in the Roundhay area, through joining together Moor Allerton Hall Primary School and Allerton Grange School from September 2019. The proposed joined schools would together form a through-school for children aged 3-19 years with increased capacity through utilisation of the available space on the joint site. The demographics of the area were considered when working up the proposal, along with parental preference trends, and projections, and it was concluded that additional capacity is required. The types of schools in the area were also considered, to ensure we adhere to our legal duty of ensuring parents are offered choice and diversity.

This proposal would have a positive impact on local young people, as it would be providing additional school places in an area of increasing pressure around school capacity, it would enable more children to access local school places.

Additional learning places create more opportunities for all pupils to be supported and to meet their needs at every age, regardless of gender, and in every school. This proposal supports that aim. The school ethos and accommodation would ensure that all children and young people who attend can take a full part in the school curriculum in an environment that supports their specific needs regardless of religion, ethnic background and nationality. The area around the schools is a diverse, multi ethnic and multi faith community. The expansion of school places through this proposal will result in more places being available for all students, ensuring children from BME and faith backgrounds will have an opportunity to access a school place. Children and young people with special educational needs and disabilities could access a school place if the provision can match their individual needs. Both schools currently have Deaf and Hearing Impaired (DAHI) provision and this provision would continue to be delivered in the new through school, to enable those with DAHI to access mainstream school places, with additional support to meet their needs. During the consultation on the original proposals which included consideration of use of the CLC building, some concerns were raised in relation to safeguarding and impact on pupils accessing the primary DAHI provision who may have been required to access provision across two buildings housing key stage 1 and key stage 2 pupils. The revised proposal for less additional primary places does mean that there are options for considering an expansion of the primary provision within the existing primary site, rather than using the CLC building. This would mean that the impact on DAHI pupils was mitigated.

Any new accommodation would meet the Equality Act 2010 through planning and building regulations and would therefore be accessible for all.

Roundhay is an area of high demographic need which has sustained population growth over the last decade. During a number of recent academic years we have created additional temporary cohorts in local primary schools to accommodate the children needing a school place. This proposal would ensure that additional primary places are created in the Roundhay area for primary aged children from September 2019 onwards. If the proposal is agreed, the expansion of the primary school cohorts would happen incrementally.

The proposal would have a positive impact on promoting choice and diversity for local families who are applying for a school place. Lowering the age range of the school to become a through-school would give more opportunity to local families for their children to access education from age 3 to 18 with all of the benefits that a through-school can bring including better transition arrangements and continuity of support for children and families.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

From this screening the sufficiency and participation team found that this proposal would have a positive effect on some people with protected characteristics, these are:

- Age
- Religion
- Ethnicity
- Disability

Age

For the young people currently living in this area, there are currently less school places than there are children, therefore this proposal would ensure all of those children living in the area have access to a local school place.

Religion and Ethnicity

The area around the schools is a diverse, multi ethnic and multi faith community. The expansion of school places through this proposal will result in more places being available for all students, ensuring children from BME and faith backgrounds will have an opportunity to access a school place.

Disability

As both schools have DAHI provision, it is anticipated the current provision would continue if the proposal were to go ahead. Any remodelling of existing buildings or new build construction would consider the needs of children accessing this provision to continue to promote and provide support within a mainstream school setting.

• **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

Following the outcome of the Executive Board Meeting we will:

- Keep all key stakeholders up to date on any developments regarding this proposal;
- Publish any updates on the Leeds City Council website for anyone to view; and
- Provide updates to those who requested updates on their consultation response forms

Should the proposal progress to the Statutory Notice stage, we would:

- Follow DfE guidance on publishing a Statutory Notice;
- Publish the Statutory Notice on the Leeds City Council website;
- Request both schools publish the Notice on their own websites;
- Share the details of the Statutory Notice with key stakeholders; and
- Share the details of the Statutory Notice with those who have requested updates

on their consultation response forms

If the revised proposals are taken forward, the extra primary places will be made available in reception from September 2019. All parents/carers will therefore have the option of applying for these places or choosing alternative schools. Parents who have applied for their child to have a place at Moor Allerton Hall Primary school will automatically remain on roll at the through-school into year 7 if the proposal goes ahead, unless they choose not to.

Through the design and planning process, any new accommodation to facilitate the expansion of the school would be compliant with the Equality Act 2010. This would ensure that the building is accessible to all users; students, staff and visitors.

5. If you are *not* already considering the impact on equality, diversity, cohesion and integration you *will need to carry out an impact assessment*.

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Richard Amos	Sufficiency and Participation Manager	18 January 2018
Date screening completed		18 January 2018

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions or a Significant Operational Decision**.

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: