

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: Adele Robinson	Contact number: 07891 276856

1. Title: Tender Acceptance Report (TAR) seeking approval of construction works and associated fees associated with the 60 place bulge at Cockburn Academy for September 2020.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

A brief statement of the reasons for the decision¹

Since 2009, Leeds City Council's Learning Places Programme has created over 11,500 primary school places across the city in response to rising birth rates which increased from 7,500 per year in 2001 to a peak of 10,350 in 2012. For the academic year starting in September 2018, a total of 1,600 new primary learning places were created to meet the continued demand and in 2019 315 were delivered. Since the peak in 2012 the birth rate has been declining resulting in the requirement for fewer permanent primary places and a decrease in the number of temporary or bulge solutions.

As expected, as children move through primary and into secondary school, the demand for year 7 places has started to rise with 9254 places allocated for the academic year 2019/20 (an

¹ Include any significant financial, procurement, legal or equalities implications, having consulted with Finance, PACS, Legal or Equality colleagues as appropriate.
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increase by nearly 300 children on the previous year) Projections estimate that in 2020/2021 it will increase by nearly 500 children and then by a similar amount in 2021/2022.

There are specific areas of pressure across the City across in relation to secondary school place requirements. The growing pressure in South Leeds has been known for some time and in 2017, the Council supported a successful wave 12 Free School application from Cockburn Multi Academy Trust (MAT) for the creation of a new 7 form of entry (FE) free school – Laurence Calvert, to be delivered on the former Middleton High School site for September 2019.

The Lawrence Calvert Free School (Department for Education led scheme) did not open for September 2019/20 and is now more likely to open for September 2022 at the earliest. As a consequence there is and will continue to be until the delivery of Lawrence Calvert, a significant shortfall of secondary places in South Leeds. To date the shortfall has been met with existing schools going over the Pupil Admission Number (PAN) and managing the additional pupils within the current footprint of the building. However the requirement for September 2020 will now need to be managed through the creation of bulge cohorts being constructed on existing school sites, resulting in substantial capital investment. The current pressure is to be managed in the first instance by the creation of 60 additional places at Cockburn Academy. The bulge cohort at Cockburn Academy is only temporary and therefore once pupils have completed Year 11 the school will revert back to a PAN of 240. The works will be split into two phases and this tender acceptance report deals with phase 1 only. Therefore a separate tender acceptance report will be written and submitted for phase 2 later in 2020.

Colleagues in Norfolk Property Services (Leeds) have undertaken a technical and financial review and confirm that the proposal put forward by Leeds D&B One offers value for money and they recommend acceptance.

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 		X

<ul style="list-style-type: none"> • Advancing equality of opportunity • Fostering good relations 		
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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).

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

The project is delivering a 3-storey modular building which is accessible by lift for pupils/staff or visitors who are unable to use the stairs. It has been designed and constructed in compliance with building regulations. There is also a covered walkway between the new building and the existing school which can be accessed by all stakeholders. The building also has pupil/staff and Accessible WC's.

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
Adele Robinson	Senior Project Manager	11/9/20
Date screening completed		

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: N/A
For Delegated Decisions or Significant Operational Decisions – sent to Governance Services	Date sent: 11/9/20
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: