

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/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> Children and Families	<b>Service area:</b> Sufficiency and Participation
<b>Lead person:</b> Darren Crawley	<b>Contact number:</b> 0113 3787227

**Title:** Assessing the consultation process on a proposal to permanently expand Bramhope Primary School from September 2022.

Is this a:

**Strategy / Policy**
                         
  **Service / Function**
                         
  **Other**

**If other, please specify**

The proposal seeks to ensure a sufficiency of 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/carers.

The proposal is to permanently expand Bramhope Primary School on its existing site from 40 places to 60 places in reception from September 2022. The total number of children in the school would then increase year on year.

This screening form looks at the equality considerations that have taken place in order to ensure that the consultation and stakeholder engagement process that is required for this proposal 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"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul>	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

#### • How have you considered equality, diversity, cohesion and integration?

The proposal is to permanently expand Bramhope Primary School on its existing site from 40 places to 60 places in reception from September 2022. The total number of children in the school would then increase year on year.

Bramhope Primary School is a non-selective academy school and part of the Collaborative Learning Trust, and admits children and young people in accordance with the Local Authority's coordinated admission arrangements. The school's current Equality Policy (March 2019) states that;

*We recognise that equal opportunities should be a major part of our school ethos and that its principles should permeate through all our activities. We are committed to the principle of giving equal care and showing equal value to all children and adults regardless of gender,*

*ethnicity, disability, social and economic status, level of attainment or age.*

*We believe that equal opportunities apply to both children and staff and seek to ensure that we always act in accordance with relevant legislation and with Leeds City Council's equal opportunities philosophy and policy at all times and in all matters.*

Demand for primary school places in Bramhope village is expected to increase in future years as a result of new housing development in the area. Construction of 330 new homes on Breary Lane East, is now underway. This new housing will generate the need for more local schools places and we know that, historically, most families in the village choose to send their children to Bramhope Primary School. To ensure we can continue to meet local demand we want to increase the number of places at Bramhope Primary School.

The population data of the Bramhope/Pool (Primary Planning) Area was considered in developing this proposal, along with parental preference trends and projections. It was concluded that additional capacity is required in the area local to Bramhope Primary School which is why the Collaborative Learning Trust are proposing to permanently increase the number of places here. Bulge cohorts have already been put in place for September 2020 and agreed for September 2021 to accommodate the increased demand.

The Collaborative Learning Trust's public consultation on the proposal took place between 14 December 2020 and 24 January 2021. To maximise stakeholder engagement a variety of consultation methods were used, including email communications, an online survey and 2 online consultation sessions which gave parents/carers, residents and other interested parties an opportunity to discuss the proposal with the school's leadership team, Trustees and with Leeds City Council officers; social media messages; and approximately 800 leaflets advertising the consultation delivered to residents in the close vicinity of Bramhope Primary School. In addition, the school informed parents and carers of existing pupils in writing. Details about the consultation were sent via email to primary and secondary schools in the area to share with their parents and communities. Information was also shared via email with local ward members, MPs, the Parish Council and other stakeholders. Information was available via the school's website, Leeds City Council website and through various social media platforms.

Interested parties could submit their views on the proposals by completing an online survey or by emailing/writing to the Sufficiency and Participation team. The length of consultation (6 weeks) and the variety of methods by which people could respond to the consultation were intended to make the consultation open to all and was in line with DfE guidance.

- **Key findings**

From the equality impact screening the Sufficiency and Participation team found that this proposal would have a positive effect on some of the 6 categories listed below;

- Age
- Sex and Gender Reassignment
- Religion
- Ethnicity
- Disability
- Sexual orientation

This proposal would ensure that additional primary places allow for children and young people to be educated close to where they live and potentially reduces the distance they have to travel to access a suitable learning place.

The proposal would have a positive impact on promoting choice and diversity for local families who would be applying for a primary school place, supporting the achievement of The Best Council Plan outcome that states that 'we want everyone in Leeds to do well at all levels of learning and have the skills they need for life'. The proposal also supports the priority aims of improving educational attainment and closing achievement gaps for children and young people vulnerable to poor learning outcomes.

The additional learning places would create more opportunities for more pupils to be supported in a way that meets their individual needs, regardless of age; sex; gender reassignment; religion; ethnicity; disability; or sexual orientation, in an inclusive school environment. This proposal supports that aim and would not have an adverse impact on any child or young person who attends the school.

The local authority has a statutory duty to ensure the sufficiency of school places for all the children living in Leeds. In addition to our statutory duty we want to further support the authority's aspiration to be the best city to grow up in and be a Child Friendly City.

The school's existing ethos and any new accommodation provided would both help to ensure that all children and young people who attend can take a full part in the school curriculum in an environment that supports and protects their own individual equality characteristics. Expansion of the existing school will ensure that it continues to support the needs of its community by providing more places for local children. Through the design process, any new accommodation to facilitate the expansion of the school would be compliant with the Equality Act 2010.

During the consultation period, 94 online consultation survey responses were received. In total, 51 respondents (54% of the total) strongly supported or somewhat supported the proposal. In comparison there were 35 who somewhat opposed or strongly opposed it (37% of the total). A further 8 respondents stated that they neither supported nor opposed the proposal (9% of the total). In addition to the survey, 80 further responses (13 emails and a letter signed by 67 respondents), detailing both individual and collective views and concerns about the proposal and the consultation process, were received. Some of the respondents submitted comments using more than one route, i.e. via the online survey and submission of an email, and/or as a signatory to the letter.

Further details about the responses and issues identified by stakeholders and respondents during the consultation period are included in the main body of the Executive Board report.

- **Actions**

If the proposals are taken forward, the extra permanent primary places will be made available in reception from September 2022. A bulge cohort has also been agreed with the Collaborative Learning Trust for September 2021 ahead of the proposed permanent expansion.

During the consultation process, all views and responses were considered equally. If the proposal is approved, due regard to equality will be given to all aspects of developing and

implementing the proposal with further equality impact assessments conducted at key points within the programme. Any identified actions would then be used to inform the proposals and implementation during the design process for new school accommodation.

Design plans would be shared with stakeholders and be subject to the relevant consultation processes. Any modifications to the site would be fully 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)	

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Darren Crawley	Sufficiency and Participation Manager	19-01-2021
<b>Date screening completed</b>		12- 01- 2021

**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](mailto: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 <b>Governance Services</b>	Date sent: 19-01-2021
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: