

Equality, Diversity, Cohesion and Integration (EDCI) 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: Janet Carter	Contact number: 0113 378 7226

1. Title: Outcome of statutory notice on a proposal to lower the age range of Wetherby High School from 11-18 years to 11-16 years from September 2022
Is this a: <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify The proposal seeks to formally lower the age range of the school from 11-18 years to 11-16 years with effect from September 2022.

2. Please provide a brief description of what you are screening
The governing body of Wetherby High School, working in partnership with Leeds City Council, is proposing to lower the age range of the school from 11-18 years to 11-16 years with effect from September 2022. This screening form looks at the equality considerations that have taken place during the consultation and engagement process with stakeholders.

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

- **How have you considered equality, diversity, cohesion and integration?**

The proposal is to lower the age range of Wetherby High School from 11-18 years to 11-16 years with effect from September 2022. The school's provision for Years 7-11 is unaffected by this proposal.

Sixth form numbers at Wetherby High School have declined over several years to the point where the choice of courses and quality of experience that the school could provide was limited compared to the much wider range of both academic and vocational study routes offered at other schools and colleges. By 2019 the school could no longer afford to operate its sixth form and it stopped recruiting into year 12 whilst the existing year 13

students completed their studies. There are now no post-16 students on roll at the school and there is little to no chance of the sixth form re-opening. This proposal seeks to formalise that change.

The range of courses and qualifications offered by Post-16 providers in the Leeds and North Yorkshire areas has increased over recent years. These organisations also offer specialist facilities, and their size bridges the gap between school and university or employment. Wetherby High School feels these organisations provide students with the best offer for their Post-16 education and the school works with a range of Post-16 providers, all easily accessible from Wetherby, to ensure that all students are placed on a pathway that meets their needs and interests. Wetherby High School has strong links with Notre Dame Catholic Sixth Form College, Leeds City College and St Aidan's and St John Fisher Associated Sixth Form, and this is where most of its students attend Post-16 education, with a significant number also attending York College. There are well-established public transport options available to support access to these provisions and students who are in need of financial support and meet certain eligibility criteria may be able to receive assistance with travel costs via their post-16 provider.

The proposed age-range change would provide more clarity to parents/carers about the provision that is offered and enable the school to continue to concentrate resources and focus on providing high quality 11-16 age range school places. This proposal actively contributes towards achievement of the Child Friendly City aspiration to 'improve educational attainment and closing achievement gaps for children and young people vulnerable to poor learning outcomes'. A good quality school place also contributes towards delivery of targets within the Children and Young People's Plan such as our obsession to 'improve achievement, attainment and attendance at school'.

As Wetherby High School is part of a foundation trust, the governing body is the proposer for this change. Working in partnership with Leeds City Council, the Governing Body held an initial informal public consultation on the proposal between 24 September 2021 and 22 October 2021. This included engagement with stakeholders on-line and in person and was widely publicised. After fully considering all consultation responses the Governing Body decided to publish a Statutory Notice, which marked the start of a 4-week statutory representation (consultation) period ending at 4pm on Sunday 19 December 2021. During this four-week period, which ended on 19 December 2021, anyone could raise views / concerns that had not previously been raised or addressed during the public consultation.

The statutory notice was published in the Yorkshire Evening Post and the full proposal was posted on the Leeds City Council website. All parents/carers at the school received notification, along with any stakeholders who responded to the first stage of informal consultation and provided their contact details. Information about the statutory notice was also posted on Wetherby High School's website, and other local schools were informed about the proposal along with ward councillors, community committees, and other relevant stakeholders.

- **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

The proposal to lower the age range would formally close the sixth form on a permanent basis and would allow the school to continue to focus on providing high quality 11-16 school places supporting pupils 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.

The school's continued focus on the education it provides to its Year 7-11 students contributes towards achievement of the Child Friendly City aspiration to 'improving educational attainment and closing achievement gaps for children and young people vulnerable to poor learning outcomes'.

The range of courses and qualifications offered from large post-16 providers in the Leeds and North Yorkshire areas has increased over recent years. These organisations also offer specialist facilities, and their size bridges the gap between school and university or employment. Wetherby High School feels these organisations provide students with the best offer for their post-16 education. Wetherby High School works with a range of good and outstanding post-16 providers in Leeds and North Yorkshire, all easily accessible from Wetherby, to ensure that all students are placed on a pathway that meets their needs and interests.

The local authority has a statutory duty to ensure the sufficiency of learning places for all 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 many good and outstanding colleges, schools and training providers in Leeds and North Yorkshire have successfully accommodated Wetherby High School's Year 11 leavers since the school stopped recruiting into its sixth form in 2019 and our view is that any future increase in demand could also be met by these post-16 providers.

• **Actions**

If the proposal is taken forward, the age range of the school would be lowered and Wetherby High School's sixth form would formally close from September 2022.

During the consultation process, all views and responses were considered equally. If the proposal was approved, the school would continue to maintain strong links with post-16 providers and work to ensure that all their pupils move onto a post-16 setting which caters for their needs and interests.

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)	
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6. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
Darren Crawley	Sufficiency and Participation Lead	7/1/22
Date screening completed		7/1/22

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
For Executive Board or Full Council – sent to Governance Services	Date sent: 7/1/22
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: