

# 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.

<b>Directorate:</b> Children and Families	<b>Service area:</b> Sufficiency and Participation
<b>Lead person:</b> Elizabeth Richards	<b>Contact number:</b> 0113 378 7235

**1. Title:** Outcome of consultation to permanently increase learning places at Leeds City Academy from September 2023

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 Leeds City Academy on its existing site from 150 places to 210 places in Year 7 from September 2023 onwards. The total number of children in the school would increase year on year until the school reached its full capacity.

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 Leeds City Academy on its existing site from 150 places to 210 places in Year 7 from September 2023 onwards. The total number of children in the school would increase year on year until the school reached its full capacity.

Leeds City Academy is a non-selective secondary academy that admits children and young people in accordance with the Local Authority's coordinated admission arrangements.

The school's current Equality Statement, Policy & Objectives (January 2020) states that:

*“White Rose Academy Trust recognises that certain groups in society have historically been disadvantaged on account of unlawful discrimination they have faced on the basis of their race, gender, disability, religion/belief, sexual orientation or age.*

*This policy will put in place a range of actions to eliminate prejudice, unlawful discrimination and victimisation within the Trust, its school communities and workforce.”*

It goes on to state that: *“The Trust and its academies are opposed to all forms of prejudice and particularly recognise that children and young people who experience any form of prejudice-related discrimination may fare less well in the education system.”*

There has been an increase in the population of children in primary schools across Leeds over recent years which resulted in a number of primary school expansions. The larger cohorts are now feeding through into secondary schools and the number of children living in central Leeds, in particular those living nearest to Leeds City Academy, has increased. Current population and admissions data indicate that additional secondary school places will be required in this area to ensure local demand is met.

Several secondary schools in central Leeds have admitted additional pupils above their published admission number in recent years, in response to demand for places. A new free school, Trinity Academy Leeds, also opened in September 2021 due to the rising demand for school places across the wider area. The need for additional places in central Leeds is expected to continue over the next few years which is why we are now looking to create further permanent places.

To help manage the growing need for secondary places in the local area, Leeds City Academy has admitted an additional 60 pupils above the published admission number into Year 7 for the last two years on a temporary basis and will be doing so again in September 2022.

The trustee’s consultation on the proposal took place between 7 March and 3 April 2022 to seek the views of parents, local residents and other stakeholders. To maximise stakeholder engagement a variety of consultation methods were used, including email communications and an online survey. An information session was also held at Leeds City Academy providing an opportunity for parents, carers, school staff, local residents and other interested stakeholders to discuss the proposal with the school leadership team as well as Leeds City Council representatives. Leaflets advertising the consultation were delivered to 5,000 homes in the vicinity of Leeds City Academy. The Academy informed parents and carers of existing pupils of the consultation 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, local neighbourhood and community associations and other stakeholders. Information was available via the Academy’s website, Leeds City Council’s 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 (4 weeks) and the variety of methods in which people could respond to the consultation were intended to make the consultation open to all and was in line with DfE guidance.

A total of 27 survey responses were received during the consultation period of which 16

(59%) either strongly supported or somewhat supported the proposal to permanently expand Leeds City Academy and 11 (41%) either strongly opposed or somewhat opposed the proposal.

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

- **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 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 included in this proposal.

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 would 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.

The proposal would have a positive impact on promoting choice and diversity for local families who would be applying for a 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 local authority has a statutory duty to ensure the sufficiency of school 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.

- **Actions**

If the proposal is taken forward, the extra secondary places would be made available in Year 7 from September 2023.

During the consultation process, all views and responses were considered equally. If the proposal progresses, 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.

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.

<b>5. If you are <b>not</b> already considering the impact on equality, diversity, cohesion and integration you <b>will need to carry out an impact assessment</b></b>	
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 Lead	27/06/2022
<b>Date screening completed</b>		27/06/2022

<b>7. Publishing</b>	
Though <b>all</b> key decisions are required to give due regard to equality the council <b>only</b> publishes those related to <b>Executive Board, Full Council, Key Delegated Decisions</b> or a <b>Significant Operational Decision</b> .	
A copy of this equality screening should be attached as an appendix to the decision making report:	
<ul style="list-style-type: none"> <li>• Governance Services will publish those relating to Executive Board and Full Council.</li> <li>• The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.</li> <li>• A copy of all other equality screenings that are not to be published should be sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> for record.</li> </ul>	
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: 28/06/2022
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: