

Equality Analysis

Directorate: Education	Lead Officer: Steven Larking (Commissioning Manager)
Service Area: Special Educational Needs and Disabilities	Date completed: 12 October 2020
Service / Function / Policy / Procedure to be assessed:	
Is this: New / Proposed <input checked="" type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/> (Please tick appropriate box)	Review date:

Full Equality Analysis

The Aims of the Service/Policy?

St Michael's CE (A) Primary School is a mainstream VA primary school which does not currently house specialist provision for pupils with Special Educational Needs and Disabilities.

It is proposed that with effect from 1 January 2022, a resource base for pupils with Social, Emotional and Mental Health difficulties is established at St Michael's CE Primary School.

The establishment of resource base provision at St Michael's CE (A) Primary School would ensure the sufficiency of provision in the City, enable a wider range of pupils to benefit from the education and support provided by St Michael's CE (A) Primary School and address the existing demand issue with pupils leaving the City.

What Impact does this policy have on different Equality Groups - Race, Disability, Gender, Gender Re-assignment, Age, Religion or Belief, Sexual Orientation, Maternity/Pregnancy, Marriage/Civil Partnership and other Socially Excluded Communities or Groups)?

This proposal will advance equality of opportunity for those pupils with SEND.

What does the information/ Data you hold tell us?

What evidence/data already exists about the service and its users? (in terms of its impact on the 'equality strand', i.e. race, disability, gender, gender re-assignment, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

Age:

In January 2020, there were 206 pupils on roll at St Michael's CE (A) Primary School. Pupils were spread across the age range 4 to 10.

Disability:

In January 2020, 36 pupils on roll at St Michael's CE (A) Primary School had a Special Educational Need and/or Disability (SEND) – the vast majority of these pupils were accessing SEN Support.

Gender:

In January 2020, 100 pupils were male and 106 pupils were female.

Ethnicity:

In January 2020, 65 pupils on roll at St Michael's CE (A) Primary School were identified as being White British.

Consultation

This may be difficult during these unprecented times - However, do you have an Eligibility Criteria from Government or Are we setting our own Criteria?

- ⇒ Once this has been identified are we able to identify the adverse impact and minimise the impact against those who are affected?
- ⇒ How/Will/ you consult with those equality groups that will be affected?

The change proposal qualifies as a prescribed alteration which require the undertaking of statutory consultation and decision making processes in accordance with 'The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013' and 'The Education and Inspections Act 2006 – as amended by The Education Act 2011.

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Figure 1 below outlines the consultation and decision making process:

Figure 1: Consultation and Decision Making Process

Date	Process
14 September 2020 to 11 October 2020	Pre-publication Consultation
November 2020	The Cabinet Member for Education and Skills, in consultation with the Director of Education; considered all outcomes of Pre-publication Consultation and approved progression to a period of Representation.
01 December 2020 to 11 January 2021	Subject to approval, a period of Representation (formal consultation) will be undertaken.
17 February 2021	Cabinet consider all outcomes of consultation and make a final decision on

	the proposals.
16 February 2021 to 17 March 2021	Appeals Period.
1 January 2022	Implementation

Pre-publication Consultation

Pre-publication Consultation commenced on 14 September 2020 and will end on 11 October 2020. During the Pre-publication Consultation period, more than 700 letters and consultation documents were distributed to stakeholders. Stakeholders included the Governing Board of St Michael's CE (A) Primary School, members of staff at St Michael's CE (A) Primary School, parents/carers of pupils attending St Michael's CE (A) Primary School and all schools in Wolverhampton.

During the Pre-publication Consultation period, 28 written responses were received by the City of Wolverhampton Council (as summarised in Figure 2). These were completed by a range of stakeholders including members of staff at Warstones Primary School, parents/carers of pupils attending Warstones Primary School and members of Warstones Primary School's Governing Board.

Figure 2: Written Responses Consultation Summary

Consultation Question	Number of Responses Received	Yes	No	Don't Know	Abstained
Do you agree with the proposal to establish a resource base for pupils with Social, Emotional and Mental Health (SEMH) Needs at St Michael's Church of England (Aided) Primary School, with effect from 1 January 2022?	28	26 (93%)	1 (3.5%)	1 (3.5%)	0 (0%)

Respondee Summary:

- Age: The age ranges of respondees to Pre-publication Consultation were 1 (16-24), 11 (25-34), 8 (35-44), 7 (45-54), 0 (55-64), and 1 (abstained).
- Gender: The genders of respondees to Pre-publication Consultation were 25 (female), 2 (male) and 1 (abstained).
- Gender Identity: 26 respondees to Pre-publication Consultation were identified as having the same gender identity as assigned at birth, 2 respondees abstained.
- Sexual Orientation: The sexual orientation of respondees to Pre-publication Consultation were 24 (Heterosexual) and 4 (abstained).
- Ethnic Origin: The ethnic origin of respondees to Pre-publication Consultation was 2 (Asian or Asian British - Indian), 3 (Asian or Asian British - Pakistani), 1 (Other Asian or Asian British), 1 (Other Mixed Background), 1 (White Other European), 1 (Other White), 12 (White British), 4 (Black or Black British), 2 (White and Black African) and 1 (abstained).
- Religion: The religion of respondees to Pre-publication Consultation was 15 (Christian), 0 (Hindu), 5 (Muslim), 4 (No religion), 1 (Sikh) and 3 (abstained).
- Disability: 1 respondee to Pre-publication Consultation were identified as having a disability, 22 respondees did not have a disability and 5 respondees abstained.

Representation Period

The Representation Period commenced on 1 December 2020 and concluded on 11 January 2021. At the start of the consultation period, a Statutory Notice was published in the Express and Star Newspaper and consultation documentation was published on the Council's website and distributed to relevant stakeholders.

The City of Wolverhampton Council did not receive any responses regarding the proposed change to St Michael's CE (A) Primary School during the Representation Period.

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

A number of supportive comments regarding the proposal were received during Pre-publication Consultation including:

- "Not only would the base provide a resource for pupils who have SEMH needs, it would also educate existing St Michael's pupils. Education is key to reducing the stigma around SEMH. As someone who works with young people (Post 16) who have SEMH needs, it is clear to see that early intervention is key. Key to helping young people/children to progress both emotionally, socially and academically." (M5 - Parent/Carer of a pupil at St Michael's CE (A) Primary School)
- "It would be very helpful if a base was open at St Michael's CE Primary School for children with special needs and disabilities as I have a son who has additional needs and has just started reception. I would like a base to be open at St Michael's School as i have a daughter already attending and my son will be having an EHCP Plan in place and i would love for him to carry his school life journey at St Michael's

School” (M11 – Parent/Carer of a pupil at St Michael’s CE (A) Primary School)

- “A fantastic idea, having the base on site will make it easier for parents to access. Pupils need more support especially with the current situation of covid.” (M17 - Parent/Carer of a pupil at St Michael’s CE (A) Primary School)
- “Hopefully this new venture will offer early interventions for those in critical need and would hopefully prevent mental health support in later years. Statistics do support this and show that very early interventions helps pupils make great strides in their holistic and educational developments at a much faster rate.” (M19 – NHS Black Country Nurse Practitioner)
- “With the increase in children receiving diagnosis of SEMH needs even younger the city must respond more quickly, offering proactive support rather than reactive. A resource base in the city would be able to provide this.” (M26 – Special Educational Needs Co-ordinator at Wolverhampton secondary school)
- “I would fully support this proposal. It is an area of growing need and particularly so among young people. I believe that pupils with SEMH needs would thrive at St Michael's given their strong and caring ethos.” (M28 – Leader at local secondary School)

There was one concern regarding the proposal identified during Pre-publication Consultation:

“My concern is the School is too small for such a resource base to be suitably implemented and there are not enough areas to provide services which would be needed.” (M24 – Parent/Carer of a pupil at St Michael’s CE (A) Primary School)

Identifying the negative impact.

Is there any negative impact on individuals or groups in the community?

		What are the potential or known barriers/impacts for the different ‘equality groups to Consider:	
Equality Themes	Positive Impacts	Negative Impacts identified	Solutions (ways in which you could mitigate the negative impact)
Age (including children, young people and older people)	Not applicable to children under 18.	Not applicable to children under 18.	Not applicable to children under 18.
Disability (including carers)	The proposal would ensure the sufficiency of provision in the City, enable a wider range of pupils to benefit from the education and support provided by St Michael’s CE (A) Primary School and address the existing demand issue with pupils leaving	None	Not applicable.

	the City.		
Gender (men and women)	The proposal aims to support the City's primary population with Social, Emotional and Mental Health regardless of gender.	Not applicable.	Not applicable.
Race (including Gypsies & Travellers and Asylum Seekers)	The proposal aims to support the City's primary population with Social, Emotional and Mental Health regardless of race.	Not applicable.	Not applicable.
Religion or belief (including people of no religion or belief)	The proposal aims to support the City's primary population with Social, Emotional and Mental Health regardless of religion or belief.	Not applicable.	Not applicable.
Gender Re-assignment (those that are going or have gone through a transition: male to female or female to male)	The proposal aims to support the City's primary population with Social, Emotional and Mental Health regardless of gender re-assignment.	Not applicable.	Not applicable.
Pregnancy and Maternity	Not applicable.	Not applicable.	Not applicable.
Sexual orientation (including gay, lesbian, bisexual and heterosexual)	The proposal aims to support the City's primary population with Social, Emotional and Mental Health regardless of sexual orientation.	Not applicable.	Not applicable.
Marriage and Civil Partnership	Not applicable.	Not applicable.	Not applicable.
Human Rights	Not applicable.	Not applicable.	Not applicable.

Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure?

What changes or mitigating actions are proposed?

How will you provide this service to ensure it is accessible to all Equality Groups?

No proposed changes necessary.

Monitoring

How are you going to monitor the existing service, function, policy or procedure ?

School Census information relating to the characteristics of pupils in schools in Wolverhampton are monitored on a termly basis along with the undertaking of established School Standards monitoring practices.

Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
Not applicable.	Not applicable.	Not applicable.	Not applicable.

Equality Analysis approved by:

Head of Service: Robert Hart

Date:

Please send an electronic copy of the Equality Analysis to the Equality & Diversity Team: