


Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	<u>Springwell Phase 2 expansion</u>
Brief Service Profile (including number of customers)	<u>Phase 2 of the expansion programme is required following the identified need for increased special needs places. The programme will costs the council a total of £9.6M (phased as £0.10M in 2015/16; 0.70M in 2016/17; £7.70M in 29017/18 and £1.17M in 2018/19)</u>
Summary of Impact and Issues	<u>The expansion will enable the city to meet the demand and needs of children/young people with Special Educational Needs and Disability</u>
Potential Positive Impacts	<u>The expansion will enable the city to accommodate the identified need for special school places, contributing towards significant efficiency savings; it will result in less tribunal cases from parents for whom we cannot currently accommodate the needs of their children (average case costs the LA £5-10,000 alongside additional resource requirements of legal and LA officer time); we will not need to place the children in costly out of city placements which require additional transport costs (£0.73M over and above the current budget level for out of city placements0</u>

	<p><u>and are at a higher premium; the costs we are currently incurring in accommodating an existing cohort of children in a temporary arrangement will no longer be required (£0.4M pa until completion).</u></p> <p><u>The additional capacity required for special school places will be located within an existing school that is rated as Outstanding in recent OFSTED inspection.</u></p>
Responsible Service Manager	<u>Nigel Mullen</u>
Date	<u>2.3.16</u>

Approved by Senior Manager	<u>Jo Cassey</u>
Signature	
Date	<u>2.3.16</u>

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	The school will be able to accommodate an additional 28 pupil places for children and young people in Years R to Y6 at primary level	Places for children and young people will be agreed by the LA in discussion with the school based on identified need and complying with statutory requirements
Disability	Those with needs greater than the school are able to provide for will not be able to be accommodated.	Places for all SEND children are agreed by the LA in accordance with our statutory obligations and in discussion with the relevant external partners including health.
Gender Reassignment	n/a	
Marriage and Civil	n/a	

Partnership		
Pregnancy and Maternity	n/a	
Race	n/a	
Religion or Belief	n/a	
Sex	n/a	
Sexual Orientation	n/a	
Community Safety	The building work will impact on the surrounding residential area	All building work will be comply with LA building processes. The LA will work with the school, Governors and parents to mitigate any potential disruption
Poverty	n/a	
Other Significant Impacts	n/a	