

Equality Impact Assessment Full Tool with Guidance

This document has been produced to help you assess the likelihood of impacts on equality groups – including where people are represented in more than one strand – with regard to your new or proposed policy, strategy, function, project or activity. It has been designed to complement the e-learning tool for Equalities Impact Assessments and to help with your business planning process, as well as to ensure that your policy/project does not incur a delay due to lack of equalities consideration.

Full Equality Impact Assessment Tool

Overall Information	Details of Full Equalities Impact Assessment
Financial Year and Quarter	2010/11 – Fourth quarter
Name and details of policy, strategy, function, project, activity, or programme	<p>School Organisation Strategy and Decision under Delegated Powers on Cambridge School Project</p> <p>This strategy is a further development of the Schools of Choice agenda, following the withdrawal of Building Schools for the Future (BSF) Funding in July 2010.</p> <p>The purpose of this strategy is to set out the school organisation plan for Hammersmith and Fulham, to deliver the Councils key educational priorities as set out previously in the boroughs BSF programme and Primary Capital Programme (PCP). The strategy reflects the current financial climate following the termination of both programmes.</p>
Name of Service Department	<p>Name: Andy Rennison Position: Assistant Director School Resources and Capital Programme Email: andy.rennison@lbhf.gov.uk Telephone No: 020 8753 3768</p>
Date of completion of final EIA	11/02/2011

Section 02	Scoping of Full EIA							
Plan for completion	Timing: post consultation Resources: officer time and feedback from consultation of 21 April to 2008 to 9 June 2008 Lead Officer: Andy Rennison							
What is the policy, strategy, function, project, activity, or programme looking to achieve?	<p>There are two reports that this Equality Impact Assessment relates to, The School Organisation Strategy and the Decision under Delegated Powers. The School Organisation Strategy is to address the inadequate capacity issues within our primary, secondary and special schools. The Decision under Delegated Powers report is in relation to the relocation of Cambridge School (Special School) to the Bryony Centre as previously endorsed by Cabinet on 2 March 2009.</p> <p>The objective of the School Organisation Strategy will be to meet the aspirations of parents/pupils within the borough, within a constrained financial budget. The objective of the Decision under Delegated Powers report is for the procurement and delivery plan to secure the educational benefits of co-location of Cambridge Special School with Phoenix High School by moving Cambridge School to the Bryony Centre site from September 2011. This plan is already described as part of the Councils strategy to deliver its schools of choice agenda. This plan put forward as a formal response to the WLFS consultation would include offering the Cambridge School site as an alternative “interim” solution for WLFS following the transfer of Cambridge School to the Bryony Site in line with our previously agreed strategy</p> <p>The proposal of the School Organisation Strategy has a positive impact on all the residents of Hammersmith and Fulham, with children of school age. The Decision under Delegated Powers Report will have a highly positive affect on the disability strand as it relates to relocating Cambridge School to the Bryony Centre as previously agreed by Cabinet on 2 March 2009.</p> <p>The strands that it is intended will benefit from the strategy are:</p> <table border="1" data-bbox="584 1209 2047 1434"> <tr> <td data-bbox="584 1209 763 1434">Race</td> <td data-bbox="763 1209 860 1434">/</td> <td data-bbox="860 1209 981 1434">L</td> <td data-bbox="981 1209 2047 1434">The strategy will not directly have an impact on this strand, as it is an all encompassing strategy for all learners in the borough. The admission criteria for all the affected schools (which are subject to annual consultation) will remain unchanged. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools.</td> </tr> </table>				Race	/	L	The strategy will not directly have an impact on this strand, as it is an all encompassing strategy for all learners in the borough. The admission criteria for all the affected schools (which are subject to annual consultation) will remain unchanged. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools.
Race	/	L	The strategy will not directly have an impact on this strand, as it is an all encompassing strategy for all learners in the borough. The admission criteria for all the affected schools (which are subject to annual consultation) will remain unchanged. The new opportunities that this strategy will provide will improve the choices for more local children to attend local schools.					

				In regards to the Decision under Delegated Powers, again this will not have a direct impact on this strand as the admission criteria for the school will remain unchanged. It will be the location of the school that changes.
	Disability	+	H	<p>The positive, high impact of the School Organisation Strategy for this strand will be delivered through the enhanced offer for children with Special Educational Needs (SEN). This will be delivered through the offer of a fully integrated primary to secondary curriculum or a fully integrated primary to secondary curriculum on one site for children with autism or one site for children with autism.</p> <p>The Decision under Delegated Powers will positively enhance this strand through the co-location with a mainstream school and offer. In particular, this will help to:</p> <ul style="list-style-type: none"> ▪ Promote equality of opportunity between disabled persons and other persons; ▪ Eliminate discrimination that is unlawful under the Act; ▪ Eliminate harassment of disabled persons that is related to their disabilities; ▪ Promote positive attitudes towards disabled persons; ▪ Encourage participation by disabled persons in public life; and ▪ Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.
	Gender	+	M	<p>The positive, medium impact of this strand will be delivered through the School Organisation Strategy to extend the offer of single sex provision at our over subscribed schools.</p> <p>In relation to the Decision under Delegated Powers, this will not directly affect this strand as the admission criteria will remain the same.</p>
	Age	+	H	The School Organisation Strategy has a positive, high impact for this

			<p>strand will be the additional capacity created in Hammersmith and Fulham schools for borough learners.</p> <p>The Decision under Delegated Powers will have a highly positive impact on this strand due to the enhanced facilities of having a special school that is co-located with a mainstream school.</p>	
	Sexual Orientation	/	L	<p>The School Organisation Strategy will not directly have an impact on this strand, as it is an all encompassing strategy for all learners in the borough. The admission criteria for all the affected schools (which are subject to annual consultation) will remain unchanged.</p> <p>In regards to the Decision under Delegated Powers, again this will not have a direct impact on this strand as the admission criteria for the school will remain unchanged. It will be the location of the school that changes.</p>
	Religion/belief (including non-belief)	+	L	<p>The School Organisation Strategy will have a positive albeit low impact on local faith residents, through the extended offer in our faith schools, through the extension to existing provision.</p> <p>The Decision under Delegated Powers will not have a direct impact on this strand as this is in relation to SEN provision and as such the admission criteria for the school will remain unchanged. It will be the location of the school that changes.</p>
<p>Other Access – the Access to Education will be increased for Borough residents through the expansion programme and the “Free Schools” referred to in the report.</p> <p>Human Rights Will it affect Human Rights, as defined by the Human Rights Act 1998?</p>				

Yes: Article 2 of Protocol 1: Right to Education, and UNCRC: Right to education, and Right to have their (children's) views respected, and to have their best interests considered at all times. However, these rights will not be adversely affected

Section 03	Assessment of relevant data and/or undertake research
Documents and data reviewed	<p>We undertook a consultation that was open to all strands, from 21 April to 2008 to 9 June 2008, through a variety of ways:</p> <ul style="list-style-type: none">• Pupil post to all parents of primary, secondary and special schools in the borough• To parents of primary age parents at independent schools• All Early Years settings• Hammersmith and Fulham website• Freepost questionnaires left at municipal buildings in the borough• Partner agencies• Voluntary organisations• 20 meetings at various schools (parent, governors and staff)• 22 meetings with children at their schools• 7 meetings with specific groups such as early years providers, employers steering group and school staff• Special meeting with headteachers• 8 road shows at libraries and town halls• A children's conference at Chelsea Football ground <p>With a total of 1,304 children and 437 adults attended the above meetings.</p> <p>Nearly 3,000 questionnaires were received in response to the consultation and recommendations were made to take into account the views were portrayed.</p> <p>The main strands positively affected by the consultation were, age, disability, gender and religion, through the schools community. All these strands were affected positively by the recommendations that were contained within the Cabinet Reports that detailed the consultation and results. The relevant consultation and questionnaires, can be found in the Cabinet Reports of 14 July 2008 and 2 March</p>

	<p>2009 respectively and are detailed in the background papers to this strategy</p> <p>We undertook a consultation that was open to all strands, but primarily aimed at parents of SEN children, from 24 November 2008 to 19 January 2009, through three options:</p> <ul style="list-style-type: none"> • Parents of children at all the schools affected by the proposals (given a summary via pupil post) • An executive summary sent to other stakeholders and made available at public libraries and both town halls • The detailed documents (and summaries) were published on the Councils website. <p>The main positively affected strand was disability, by the proposals that were captured by the responses to the consultation and the recommendations that were approved by Cabinet. The relevant consultation and questionnaires can be found in the Cabinet Report of 2 March 2009 and are detailed as background papers to this strategy.</p>
New research	N/A

Section 04	Assess or undertake consultation
Consultation	We have been advised by legal services, that as we have previously undertaken detailed consultation (please see above), that it is not required to undertake any further consultation.
Assessment	We learnt from our consultations that all stakeholders that had responded were in favour of our proposals. Please refer to the Cabinet papers of 14 July 2008 and 2 March 2009 which are listed as background papers to this strategy for full details.

Section 05	Assessment of impact and outcomes
Assessment	The consultation and assessment data have shown support for the proposals and these were taken into consideration in our recommendations to Cabinet.

Section 06	Reducing any adverse impacts
Outcome of Assessment	The consultations did not exclude any member of the strands, as the consultations were open for all to respond to if desired.
Section 07	Action Plan
Action Plan	The action plan is to receive Cabinet Approval on the recommendations contained within the report and the implementation of these via the Lead Officer (Andy Rennison) in consultation with the Chief Officer (Andrew Christie).
Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: Andrew Christie Position: Director of Children's Services Email: andrew.christie@lbhf.gov.uk Telephone No: 020 8753 3601
Key Decision Report	Cabinet: 21 March 2011 Confirmation that key equalities issues found here have been included: Yes
Opportunities Manager	(When EIAs have been determined to be of high relevance) Name: Carly Fry Position: Opportunities Manager Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430