

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT RELEVANCE SCREENING

This exercise is not an Equality Impact Assessment (EIA). It is a desktop screening exercise designed to establish if you need to carry out an EIA. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to this screening form.

Remember, throughout this exercise the term 'policy' (or 'policies') is used as shorthand for 'policies, practices, activities, strategies, plans, projects, procedures, functions and protocols'. It therefore needs to be interpreted broadly to embrace the full range of functions, activities, plans and decisions for which the County Council is responsible.

For help completing this screening please refer to the County Council's EIA Guidance document available on SID.

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section/Unit:	Children, Communities and Families / Provision Planning and Accommodation Team
1.2	Title of the policy being screened:	Council policy on responding to change of age range requests from maintained schools.
1.3	Screening by:	Robert Williams
1.4	Date of screening:	23 August 2016
1.5	Summary of policy objectives	To allow the Local Authority to respond to requests from maintained schools to carry out proposals to change their age range.
1.6	Related policies/functions:	None
1.7	To which section of the Directorate or Corporate "business/service plan" does this policy relate?	<p><i>Children's Services Directorate Improvement Plan 14/15</i></p> <ul style="list-style-type: none"> • <i>more children and young people achieve their full potential in education</i> • <i>Build effective partnerships</i>

1.8	Is this a new or existing policy?	<i>New policy</i>
1.9	Does the policy affect service users, employees, the wider community, or a combination of these?	<i>Combination of service users, employees and wider community</i>
1.10	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Strategic Commissioner – Education and Skills – John Edwards
1.11	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	None. This policy is in response to a change in the statutory guidance issued by the DfE in respect of School Organisation.
1.12	Is equality monitoring in place for this policy?	No

Part Two: The purpose of the following exercise is to assess the potential relevance of the policy in the lives of staff and/or residents who have one or more of the following "Protected Characteristics":
Age, Disability, Gender Reassignment, Marriage/Civil Partnership, Pregnancy/maternity, Race, Religion/Belief, Sex and Sexual Orientation.

The questions in this section ask you to consider factors you will need to take into account in assessing the relevance of the policy in the lives of people who have one or more of the Protected Characteristics. The answers you provide will help you determine whether you will need to carry out an Equality Impact Assessment.

		Yes	No	Details and comments
2.1	Could this policy have a significant impact on service delivery or other aspects of daily life for people because they have one or more of the Protected Characteristics listed above?		✓	The policy relates to schools, rather than individual children.
2.2	Does the policy involve a significant commitment, or reduction, of resources?		✓	We already respond to schools in respect of change of age range, this formalises the policy.
2.3	Does the policy relate to an area where inequalities are already known to exist?		✓	All schools are treated equally.

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2.4 Is there any evidence of potential or actual unplanned variations in the participation levels or use of the policy between different groups (Existing policies only)?

Characteristic	Yes	No	Details, including what information you have based your answer on
Age		✓	The policy is the same regardless of the children's ages.
Disability		✓	Any school changing its age range would need to prove no disadvantage to SEND pupils.
Gender reassignment		✓	
Marriage/Civil Partnership		✓	
Pregnancy/maternity		✓	
Race		✓	
Religion or belief		✓	The policy is the same for all maintained schools.
Sexual orientation		✓	
Sex		✓	

If the answer to question 2.3 is "yes" or "could be yes" then you **must complete an EIA**.

For existing policies, if the answer to question 2.4 is "yes" or "could be yes" then you **must complete an EIA**.

If the answer to questions 2.1 or 2.2 is "yes" or "could be yes" then you may need to complete an EIA. Please refer to Section 3 of the EIA Guidance document for further clarification on when an EIA should be completed.

2.5 Based on the factors above, is an Equality Impact Assessment required for this policy?

Yes	
No	✓

An EIA is not always needed. Where you have decided that an assessment is not required please clearly summarise the reasons for your decision, including any factors you have taken into account, in the box below. Please then ensure this screening form is signed-off by your line manager and sent to the Corporate Equality and Diversity Team for publication.

EIA not required: reasons and additional comments
The policy relates to schools, rather than individuals. It clarifies the Local Authorities policy. Any school wishing to undertake a change of age range would need to prove no disadvantage to SEND pupils as part of its own consultation.

Signed (completing Officer/Manager):  . Date: 23/08/16.....

Signed (Line Manager): Date: