

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #440

1.0 Screening Information

Project Name

New ASD Special Free School

Name of Project Sponsor

Sarah Wilkins

Name of Project Manager

Louise Hawker

Name of Project Lead

Louise Hawker

Please give a brief description of the project

A new special school will be required if the South Worcestershire Development Plan delivers the 39,400 homes planned in Worcester City, Malvern Hills and Wychavon up to 2041. One of the strategic sites includes 5,000 new homes at Worcester Parkway up to 2040 and an additional 5,000 homes after 2041. A Special School will be required to meet the demand from the new settlement.

Data Protection screening result

Does not need a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Will require a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document. There are currently no special free schools in Worcestershire and no state-funded special schools with an ASD designation. There is no Special School in the district of Malvern in Worcestershire. The new school will improve the range of provision available in Worcestershire and support financial sustainability through delivering better value for money. Without this new school, the local area would experience challenges, including, for some children, delays in finding a suitable provision which could result in missed education. We would also continue to be in the position where high-cost placements are having to be used and, in some cases, where children are not receiving an appropriate education where they are given the opportunity reach their potential.

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

Delivery of a new 120-place special free school for pupils with Autism Spectrum Disorder, open to any child with autism as a special educational need for whom the school is judged to be the most appropriate provision.

Project Outcomes

Briefly summarise what the project will achieve.

Positive outcomes for children and young people with autism and an Education and Health Care Plan, in a purpose-built setting with a holistic approach to education including emotional health, physical health, and mental health, at lower cost. This proposal fits with the Worcestershire SEN Strategy to provide sufficient SEND Provision and support children and young people with Autism. We know that the percentage of pupils in independent, non-maintained out of county placements is steadily rising. The highest cohort of those in this provision are those with a Primary need of ASD (January 2022 Census and Feb 2022 SEN2). The new special school will be able to accommodate these children.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

Worcestershire Children First

Service Area

Education and Early Years

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

September 2028

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

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Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Louise Hawker
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Name	Nicola Parkin
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3.0

Who will be affected by the development and implementation

Please identify group(s) involved:

Service User
Carers
Staff
Communities

3.1

Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

Analysis of education need by the local SEND team at Worcestershire Children First. Detailed analysis of data relating to children and young people with autism - trends in numbers of children with Education & Health Care Plans, where they live, what their needs are, what education provision they currently access, their journey times and transport costs, the costs of current provision. Department for Education's priorities for new special free schools, Worcestershire's SEND Strategy and vision, specialists within WCF who work with pupils with autism and their families, and with other agencies involved, who can provide expert input.

3.2

Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Submitted a bid to the DfE and awaiting final decision. Consultation will follow after obtaining a successful application.

3.3

Summary of relevant findings

Please summarise your relevant findings. *

See above

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Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined

below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected.

Explanation of your reasoning:

The new school will improve the availability of specialist provision for all Worcestershire-resident children and young people with autism, from age 5 to 19. This will mean that more pupils in this group will have improved access to purpose-built facilities within Worcestershire, and there will be less need for travel to schools across Worcestershire or in other counties.

Disability

Potential positive impact selected.

Explanation of your reasoning:

Children and young people living in Worcestershire with autism as a special educational need will have improved access to specialist facilities and better educational outcomes.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

All children and young people with autism and an Education Health & Care Plans in Worcestershire will have improved access to specialist facilities and better educational outcomes, regardless of gender, as is the case now.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

Neutral impact - the school will cater for children and young people aged 5 to 19.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

Neutral impact - the school will cater for children and young people aged 5 to 19.. The holistic approach to teaching will include emotional and physical health, but there is no direct link to pregnancy or maternity issues.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

Places at the school will be open to any child with autism as a special educational need for whom the school is judged to be the most appropriate provision, regardless of the race of any pupil.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

Places at the school will be open to any child with autism as a special educational need for whom the school is judged to be the most appropriate provision, regardless of the religion and beliefs of any pupil.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

Places at the school will be open to any child with autism as a special educational need for whom the school is judged to be the most appropriate provision, regardless of the sex of any pupil.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

Places at the school will be open to any child with autism as a special educational need for whom the school is judged to be the most appropriate provision, regardless of the sexual orientation of any pupil.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential positive impact selected.

Explanation of your reasoning:

The new school will be open to all Worcestershire-based children and young people with autism based on their need. This means that any such pupils from vulnerable or disadvantaged groups will have the same access as pupils from any other social group.

Health inequalities

Potential positive impact selected.

Explanation of your reasoning:

The new school will be open to all children and young people with autism based on their need. This means that any such pupils from disadvantaged groups or populations will have the same access as pupils from any other group or population, and the educational approach will include a focus on mental, physical and emotional health, so will help to address any inequalities experienced by any pupil.

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

The new school will be built within a community setting, offering the opportunity for pupils to build social networks with their peers and with the school's neighbours, and the tailored educational approach will improve outcomes for students and accordingly enhance their employment opportunities. The new school will also create jobs for teaching and support staff.

Physical health

Potential positive impact selected.

Explanation of your reasoning:

The holistic approach to teaching will include a focus on physical health (activity, diet and hygiene) and so is likely to have a positive impact on the physical health of pupils.

Mental health and wellbeing

Potential positive impact selected.

Explanation of your reasoning:

The holistic approach to teaching will include a focus on mental and emotional health and so is likely to have a positive impact on the wellbeing of pupils. They will be surrounded by their peers, in a school located in a community setting, so will be in a positive and supportive environment. The new provision should also have a positive impact on the mental health and wellbeing of parent carers, as additional places will be available, meaning that more children and young people will get the support that they need, and those places will be within Worcestershire, which will reduce journey times for many pupils and parent carers.

Access to services

Potential positive impact selected.

Explanation of your reasoning:

There is currently no special school provision in the Malvern area, and the new school will add more specialist places within Worcestershire, so Worcestershire-based pupils with autism will have better access to specially designed services within the local area, reducing the need for travel across Worcestershire or into neighbouring counties to access special school places. The teaching approach will be designed specifically for students with autism, so the quality of education they will receive will improve their educational outcomes, their mental and physical health and wellbeing, and potentially their employment prospects.

6

Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7

When will you review this equality and public health estimate(EPHIA)?

Following the next stage of the project, selection of the Trust who will run the new school.

8

Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

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Application Details

Last Updated Date Time

18/05/2023 11:38:20

Screening Submitted Date Time

14/12/2022 10:31:56

Last Reopened Date Time

17/05/2023 15:06:17

Full Impact Submitted Date Time

17/05/2023 15:55:27

Approved/Rejected Date Time

18/05/2023 11:38:20

Current User Dashboard Request Status

Complete