



Equality Impact Assessment – Proposed change of age range at Irthington Village Primary School

Directorate	Children's Services
Functional Area	Schools and Learning
Assistant Director Responsible for EIA	Caroline Sutton
Functional Area of EIA or Proposal	School Re-Organisation

Aims of the EIA

Purpose of the EIA	This EIA will identify risks associated with a possible change of age range at Irthington School.
Summary of findings	There are few negative impacts identified either in the process to be undertaken, or arising from the proposal itself. Those that have been identified could be reduced in their impact by the actions suggested. Were any others to be identified during the consultation process then these will be addressed appropriately at a later stage and added to this assessment. This EIA will be refreshed to reflect the consultation.
Scope of the EIA: <ul style="list-style-type: none"> • One directorate • Cross directorate 	One Directorate – Children's Services

- Outsourced organisation

Phase 1: Gathering information

List examples of background information that you think are **relevant**. If carrying out an assessment of a proposal this section should include the data used to establish whether the proposal has an impact.

Type of information	Findings
The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2007	http://www.legislation.gov.uk/ukxi/2007/1289/pdfs/ukxi_20071289_en.pdf
Equality Needs Analysis 2012	http://www.cumbria.gov.uk/elibrary/Content/Internet/535/609/6069/4093985851.doc
Cumbria Observatory Children's Centre Atlas	Irthington School is situated within the Carlisle Rural Sure Start Sure Children's Centre footprint and some data reported within this EIA relates to this geographical area. The Sure Start Children's Centre Atlas can be found at: http://www.cumbriaobservatory.org.uk/instantatlas/CC_ATLAS_SINGLE_MAP/data.xml
Data	The relevant population data within the Carlisle Rural Sure Start Children's Centre footprint remains fairly constant. From the 2010 mid-year estimates there are 1123 children aged 0-4 with a further 4102 aged 5-18 totalling 5225. The overall total population who are aged 0-19 is 20.4% marginally smaller than the rate for the County as a whole.
Sufficiency of Childcare	The demand for provision is demonstrated by the fact that an average of 8 children currently attend morning nursery sessions at Irthington School.

	<p>There is existing childcare within this footprint, however, new legal requirements regarding 2 year old funded places may place additional demand on the childcare in the area.</p> <p>There are a number of providers in the local area that provide nursery places. The majority of the private providers are of a very high standard which offer high quality early years provision and practice. Some hold outstanding ratings from Ofsted.</p>
Consultation	Business Plan indicates that the school has consulted with the other local primary school in the area, with Children's Services personnel, with parents and the wider community.
Accommodation	The school has good facilities to allow for nursery age children to join the class and has been received positively by the local community. The school has an appropriate outdoor area which is easily accessible from the classroom.
Education	<p>Ofsted Inspection report, 22nd February 2012: Grade 2 however as part of the Key findings the rate of progress in the Early Years Foundation Stage was identified as being '<i>not as brisk as that of older pupils</i>'</p> <p>Data is available on school pupils by age, Special Educational Needs, gender and ethnicity (including first language). Analysis of the data and information held by the Children's Services will suggest any potential trends that will be addressed during the consultation. http://www.cumbriaobservatory.org.uk</p>
Ethnicity	<p>3.4% of all pupils are from a Black Minority Ethnic (BME) background and there are 62 languages spoken in Cumbria's schools. Carlisle has the largest proportion of pupils within Cumbria who speak English as a second language (2.8% of all pupils). In terms of educational attainment BME pupils and pupils who speak English as a Second Language compare well with White British pupils. The only main gap is at KS2 for English for pupils who speak English as a Second Language.</p> <p>Gypsy Roma and Traveller pupils underperform compared to all other ethnic groups in terms of</p>

	<p>attainment at Key Stage 2. Previous work with GRT families has led to an increase in the numbers attending nursery provision and primary schools.</p> <p>With the increasing diversity of the population the demand for interpreters and translators has increased. This had resulted in difficulties around meeting statutory deadlines for first assessments, due to the lack of locally trained and approved interpreters. This is a particular issue for services that have a statutory requirement to provide an interpreter. Action has been taken by using the Managing Impacts of Migration Fund to train a body of local interpreters, and to renegotiate the service level agreement with the Council's supplier of interpreters to ensure that they source and train interpreters from Cumbria. This action has improved the responsiveness of the service and will continue to be monitored.</p>
Racial Incidents and bullying	Schools have reported racial incidents since 2005. These have provided valuable information on the effects of addressing race relations in school settings. Evidence has shown that racial incidents increased during 2006-8 as reporting became more reliable and has declined since. Over 90% of schools routinely submit reports, and cases show that schools have increased their understanding of how to address racism.
Special Educational Needs	Schools monitor pupils by category of Special Educational Need rather than disability. The population of children with different Special Educational Needs is monitored to help ensure we have the provision as well as the policies to meet these needs, thus improving equality of opportunity
Gender	In line with national data there is an attainment gap between girls and boys at KS1, KS2 and KS4. Countywide this is widest in English at KS2 (10.6%) with Barrow having the highest gender attainment gap in English at KS2 (14.8%). District variations in the gender attainment gap are significant.
Social Care	The Children's Social Care service collects data on age, gender, ethnicity and disability. Issues arising from an analysis of the information include the proportion of BME and mixed race children seeking adoption compared to White British families and the supply of BME fosterers and adopters. Recent cultural awareness and equality training of the children's workforce has now been completed.

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Phase 2 Impacts

From the evidence above use this section to identify the risks and benefits according to the different characteristics protected by the Equality Act.

All/general: Any issue that cuts across a number of protected characteristics

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Carlisle Rural Sure Start Children's Centre Footprint – Health profile	<p>Health is rated 23rd best out of 28 footprints in the county.</p> <p>Those exclusively breast feeding at 6-8wks is 26.9% higher than the county as a whole.</p> <p>The average number of teeth that are decayed, missing or filled for children under the age of 5 in the county is 0.94 – lower than the equivalent figure of 1.36 for the county. At age 12 this figure in Carlisle Rural stands at 0.65, and this is also lower than the 0.78 rate countywide.</p>	6.9% of reception children are recorded as obese, lower than County average of 9.4%. In year 6 the rate is 16.9% compared to county average of 19.4%	Awareness of issues -action will be taken in accordance with Cumbria County Council (CCC) policy where appropriate
Carlisle Rural Footprint - Domestic Violence	The number of recorded cases is 5 in 1000 individuals and this is much lower than the county rate of 13 per	2.2% of reported domestic violence cases in the county occur in this footprint.	Awareness of issues -action will be taken in accordance with

	1000.	The domestic violence repeat rate for this footprint is 39% and this is lower than the 44.8% repeat rate experienced for the county overall.	CCC policy where appropriate
Crime and local area		Crime is ranked 15 th worst out of 28 across the county.	Awareness of issues -action will be taken in accordance with CCC policy where appropriate
Future demand for nursery provision	<p>As far as data is available demand is projected to remain constant for this footprint.</p> <p>Demand for provision is demonstrated by 8 children currently attending morning nursery.</p> <p>There is existing childcare in the area however new legal requirements regarding 2 year old funded places may create additional demand.</p> <p>The school roll was 47 in September 2011 and projected to grow slightly to 50 by January 2016.</p>	<p>Business plan states that the school consulted with other local primary schools in the area and with children's services staff, parents and wider community.</p> <p>There are existing nursery providers within the area.</p>	<p>To ensure that a thorough consultation is undertaken to determine the need for the provision within the area and provide evidence that there would be no negative impact on existing providers.</p> <p>Consideration as</p>

			part of the consultation process.
School facilities	The school have good facilities to allow nursery age children to join the class and has been received positively by the local community. The school have an appropriate outdoor area which is easily accessible from the classroom.		Awareness of issues -action will be taken in accordance with Cumbria County Council policy where appropriate

Disability and health and wellbeing: All forms of disability recognised under the Disability Discrimination Act including sensory impairment, mental health, learning disabilities, mobility related conditions, conditions such as heart disease, diabetes, asthma. This also covers any impact on health and well being

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Children with special educational needs	<p>Out door area is accessible at the school.</p> <p>Not having to travel far to access nursery provision will be especially of benefit for children with special needs.</p> <p>Will provide more accessible nursery provision within the area which will be of benefit for children with special needs</p>	18.7% of children in care in Cumbria are recorded as having a disability.	Funding for children with special needs follows the child.
Educational attainment gaps		21.5% primary school children in Cumbria have a SEN.	Monitor through the Early Years

between those pupils with SEN and those without varies in Cumbria between level, subject and location.		2.6% of children in Cumbria aged 0-16 are entitled to Disability Living Allowance.	Performance Unit.
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Gender, Transgender and Marital Status

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Gender Attainment Gaps	Attendance at an accessible high quality nursery provision, improves outcomes for children and young people and contributes towards narrowing the attainment gap.	In line with national data there is an attainment gap between girls and boys at KS1, KS2. Countywide this is widest in English at KS2 (10.6%) 12% in writing at KS1; 10.6% in English at KS2; 9% in reading at KS1; 3% in maths at KS1; 1.5% in maths at KS2	Will depend on the outcome of the consultation.
Gender gaps in social care	Attendance at quality accessible early years provision contributes to improved outcomes for children and young people.	More males receiving social care services than females 52.7% Male 45.9% Female 1.4% Unborn	Will depend on the outcome of the consultation.

Ethnicity: All ethnic groups including Asian, Black, East Asian and white minority ethnic groups, including Eastern Europeans and Gypsy and Travellers.

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
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Educational attainment		Gypsy Roma and Traveller (GRT) pupils underperform compared to all other ethnic groups in terms of attainment at Key Stage 2. Previous work with GRT families has led to an increase in the numbers attending nursery provision and primary schools.	Key pieces of work are underway with GRT groups in the County.
Children who receive social care		3.8% of children receiving social care are from BME backgrounds	Awareness of issues -action will be taken in accordance with CCC where appropriate
3.4% pupils enrolled in maintained schools and academies are from BME backgrounds.		Carlisle has highest proportion within Cumbria at 4.8% There are 62 languages spoken in Cumbrian schools. Carlisle has highest proportion of pupils with English as an additional language (EAL) at 2.8%	Awareness of issues -action will be taken in accordance with CCC policy where appropriate
Educational Attainment		77.3% BME pupils gain English and Maths L4 or above, compared to a county average of 82.3%. The gap is widest in English where the % of BME pupils achieving L4 or above is 5.9% lower than county average.	Monitor through the Early Years Performance Unit.

Sexual Orientation: including heterosexual, gay, lesbian and bisexual people

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
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Staff working at school	None identified at this stage	None identified at this stage	None at this stage
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Age: Where a person is at risk of unfair treatment because of their age group

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Accessible nursery provision. The accessibility of early years provision for children aged 3 in the Irthington area.	Children will benefit from accessible nursery provision within their community. The formalisation of the nursery provision may well be a factor in improving sustainability of the school.	Distance travelled by children to access provision. Possible impact on surrounding alternative providers.	Consideration as part of this process.

Religion/belief: all faiths including Christianity, Islam, Judaism, Hinduism, Buddhism, Sikhism and non religious beliefs such as Humanism

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
	None identified at this stage	None identified at this stage	None at this stage

Socio-Economic Status: This can include people on low incomes, as well as issues around rural and urban deprivation

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
Change in accessibility of nursery provision	Parents and children will find it easier to access nursery provision within their community as there will be less distance to travel.	None identified	Consideration as part of the consultation.
FSM Eligibility	The Carlisle footprint identifies 5.4%	Countywide 12.1% eligible for FSM –	Awareness of issues

	children eligible for FSM	7.1% are BME pupils	-action will be taken in accordance with CCC policy where appropriate
Children and YP profile – (Multiple Deprivation Indices 2010)	Average income is £37,750 significantly higher than county average of £32,000 and is the highest average for all footprints in the county.	There are 5.6% of the child population who live in lower super output areas within the footprint that are classed as being deprived. Overall the footprint ranks 20 th out of 28 in the county overall in 2010.	Awareness of issues -action will be taken in accordance with CCC policy where appropriate
Children and YP profile (Multiple Deprivation Indices 2010)		Barriers to services ranks worst in the footprints out of 28 largely due to rural issues.	Awareness of issues -action will be taken in accordance with CCC policy where appropriate

Community Cohesion: This is where a decision or a change to services may risk creating tensions between community groups in a local area.

Issue	Positive Impact or benefits	Negative impact or risks	Action Required
	None identified at this stage	None identified at this stage	None at this stage

Phase 3: Action Planning

Based on actions raised in the action required box above

Area for further action	Actions proposed	Lead officer	When	Resource implications	Outcome
Consultation	Work to identify	Andy Smart	Throughout	Possible	Equality addressed

process	inequality issues Make as fair and as accessible as possible	Allyson Carty	process 18 th June 2012 to 30 th July 2012	expenditure for translation service costs	within consultation period.
Regular refresh of the EIA throughout the course of the consultation	EIA regularly updated	Andy Smart Allyson Carty	Ongoing	None	EIA is accurate and up to date
Update EIA with new information and issues raised from consultation	Following consultation period this EIA will be refreshed to consider inequality issues raised.	Andy Smart Allyson Carty	Ongoing	Identified from issues raised	CCC pays due regard to preventing discrimination, promotes equality of opportunity and fosters goods relations.
Schools and Learning planned Functional EIA	Carry issues raised from this EIA forward into functional EIA	Andy Smart Allyson Carty	Once functional EIAs are underway	Identified if/when raised	Substantial functional EIA that will support all future school re-organisation EIAs

Documents appended to the Equality Impact Assessment:

Quality Assurance and EIA completion

Date completed	14 June 1012
Lead officer	Andy Smart
Have staff been involved in developing the EIA?	Yes

Have community organisations been involved?	Consultation will begin 18th June and will run to 30th July 2012
Date of next refresh	This EIA will be refreshed throughout the course of the consultation
Signed off by Director/Assistant Director	Yes