

**Section A - EQUALITY ANALYSIS TEMPLATE**

You must complete this in conjunction with reading Equality Analysis Guidance

**Name of Decision: Closure of Pennywell Early Years Centre**

**Date: 07/11/2019**

**Version Number: 1**

**Equality Analysis completed by:**

**Name: Alan Rowan**

**Job title: Retained Education Functions Lead**

**Responsible Officer or Group:**

**Name: Alan Rowan**

**Job title: Retained Education Functions Lead**

**Is the Activity:**

**New/Proposed (X)**

**Changing/Being Reviewed ( )**

**Other ( )**

## Part 1. Purpose and Scope

### Purpose

In this section outline briefly:

- what the policy, decision or activity is and what the intended outcomes/benefits are (linked to the Corporate Outcomes Framework)
- over what period of time the outcomes will be achieved
- why it needs to be implemented or revised
- what populations are affected by the proposal
- who is expected to benefit and how, i.e. young people, older people, carers, BME groups, ward areas/communities, etc
- whether there are any overlaps with regional, sub-regional, national priorities.

### [Further Guidance](#)

#### Proposal

To discontinue (close) Pennywell Early Years Centre, Portland Road, Sunderland, SR4 9AX with effect from 31.12.190.

Sunderland Council has Proposed that current Pennywell Early Years Centre is discontinued from 31<sup>st</sup> March. The discontinuation of the nursery as a local authority maintained setting is required as part of a wider proposal to amalgamate the early years provision offered by Pennywell Early Years with the school aged provision offered by Academy 360 as part of the wider academy provision offered by the Laidlaw Schools Trust (LST).

There is no current mechanism to facilitate the 'academisation' of a local authority maintained nursery provision. To enable the nursery provision to become part of Academy 360, and therefore LST, it is necessary for the Council to discontinue the existing provision and LST, subject to Regional School Commissioner (RSC) approval, to seek approval on a proposal to amend the age range of Academy 360 from 5 to 16 to 0 to 16.

The proposal seeks to ensure the long term sustainability of early years provision in the St Anne's ward of the city. Local Authority nursery provisions have become increasingly financially vulnerable in recent years, highlighted by the closure of Concord and Millfield Nursery provisions. It is considered that this proposal will enable the nursery to make financial efficiencies through commissioning of services, increased sharing of resources and procurement efficiencies that will support the long term sustainability of the provision of early years delivery in St Anne's

It is anticipated that the proposal will be implemented on 31<sup>st</sup> March 2020

The proposal does not seek to amend the existing sufficiency of early years places, admissions processes at the nursery, the relationship between the nursery and neighbouring schools and academies in the area or to impact on current staffing and delivery at Pennywell Early Years Centre. On this basis the proposal while the proposal is projected to have a net equality impact the long term sustainability of the nursery will result in a positive outcome for families and carers with young children not yet of statutory school age and, to a lesser extent, children with special educational needs accessing provision at Pennywell Early Years Centre

## Intelligence and Analysis

Please describe:

- What sources of information have been used to inform this assessment/analysis (this should include but is not limited to consultations, resident/service user feedback and statistical data and intelligence)
- **What the information is telling you** – this should be broken down by each of the protected characteristics or other identified groups which could be disadvantaged. Each of the aims of the equality act should be considered in relation to each of the protected characteristics.

### [Further Guidance](#)

The Council conducted a seven week informal pre-publication consultation on the proposal between 17<sup>th</sup> May 2019 and 28<sup>th</sup> June 2019. There were 20 responses the consultation with 18 (90%) of responses agreeing with the proposal.

The Council did not receive any representations during the four week statutory publication representation period that ran between 2<sup>nd</sup> September 2019 and 30<sup>th</sup> September 2019.

### **Gaps in intelligence and information**

Having analysed the information available to you:

- are there any gaps in intelligence or areas where understanding needs to be improved? Please describe what these are and what actions you intend to take to obtain/improve the information. These actions should be covered in the action plan.
- are there any groups who should be expected to benefit who do not? Please describe why not and whether you will amend the decision to change this outcome. This should also be covered in the action plan.

#### [Further Guidance](#)

NA

**Additional Impacts**

The policy or action may also have an impact on other groups or individuals which are not covered by statutory requirements. Please outline any additional individuals or groups which have not already been covered. This could include socio-economic groups, voluntary and community sector, carers or specific communities which face additional challenges (such as former coal mining areas or areas of high deprivation)

[Further Guidance](#)

NA

## Part 2. Analysis of Impact on People

In this section you must **review the intelligence described above and summarise the intended and potential impact of the policy, decision or activity** on the people of Sunderland. This includes specific consideration of the impact on individuals, groups with protected characteristics and communities of interest within the city. Please briefly outline any positive, neutral or negative impacts on the specific groups below. Please note that any negative impacts should have a corresponding action in the action plan in the page below.

In this assessment it is important to remember the **Council is required to give due regard to:**

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

**Each of these aims must be summarised in turn in relation to the groups outlined below.**

### [Further Guidance](#)

Characteristic	List of Impacts		
	Positive	Neutral	Negative
Age	The long term sustainability of early years provision ensures that children that are not yet of statutory school age will continue to have access to suitable places at an education setting		
Disability	Specialism in SEN delivery to children accessing early years provision, currently delivered by Pennywell Early Years Centre, will be sustained in future years		
Gender/Sex		No Impact	
Marriage & Civil Partnership		No Impact	
Pregnancy and maternity			

Race/Ethnicity		No impact	
Religion/belief		No Impact	
Sexual Orientation		No Impact	
Gender identity		No Impact	

**Please add any additional groups mentioned in the “additional impacts” section above.**

## Part 3. Response to Analysis, Action Plan and Monitoring

In this section please outline what actions you propose to take to minimise the negative, and maximise the positive, impacts that have been identified through the analysis. By considering and implementing these actions the policy or action can be refined to make sure that the greatest benefits are achieved for the people of Sunderland. The performance monitoring process should also be set out to explain how ongoing progress is going to be followed to make sure that the aims are met.

From the analysis four broad approaches can be taken, (No major change; continue with the policy/action despite negative implications; adjust the policy/decision/action; or stop the policy/action). Please indicate, using the list below, which is proposed.

- No Major Change ( X )
- Continue Despite Negative Implications ( )
- Adjust the Policy/Decision/Project/Activity ( )
- Stop ( )

### Action Plan

[Further Guidance](#)

ACTION	WHO	WHEN	MONITORING ARRANGEMENTS

**PLEASE ENSURE THAT THIS TEMPLATE IS PUBLISHED ON <http://citypoint/equalityanalysis/default.aspx>, WITH THE RELEVANT ACCOMPANYING DOCUMENTATION APPENDED, i.e. POLICY/STRATEGY. THE EQUALITY ANALYSIS MUST BE PRESENTED AT ANY DECISION POINT.**

