

## Section A - EQUALITY ANALYSIS TEMPLATE

You must complete this in conjunction with reading Equality Analysis Guidance

**Name of Decision:**

Increase of capacity at Williwow Fields Primary School from 140 places to 315 places

**Date: January 2020**

**Version Number: 1**

**Equality Analysis completed by:**

**Name: Alan Rowan**

**Job title: Retained Education Functions Lead**

**Responsible Officer or Group:**

**Name: School Organisation Committee of Cabinet**

**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](#)

This proposal will increase the capacity at Willow Fields Primary School for pupils aged 5-11 from 140 places (20 per year group) to 315 places (45 places per year group). It is linked to a proposal, approved by Cabinet in September 2019, to relocate and rebuild Willow Fields Primary School on the former Maplewood Special School site on Redcar Road in North Sunderland).

Currently Willow Fields Primary School is operating above capacity in 3 of 7 year groups. Increasing the capacity of the school will ensure that sufficient resources are available to meet the needs associated with this over capacity.

There are a number of new housing developments planned within statutory walking distance of the new Willow Fields Primary School on Redcar Road. These include developments at the former Sunderland College site in North Sunderland, development of the former Southwick Primary School site, former Carley Hill site and Castletown Way Industrial Estate. The expanded capacity at Willow Fields Primary School will ensure sufficient capacity will exist locally to accommodate all pupils both currently in the North Sunderland area and those from new housing developments that will require a new local school place.

While the proposal seeks to increase the potential capacity of the school to 315 places it is proposed that only 210 of these places are to be released in September 2021. This will ensure year groups are appropriately sized to accommodate current levels of over subscription but will minimise any potential displacement of pupils currently attending other local schools. It is proposed that additional places are released as required to meet local development needs.

The proposal will impact on families in the North Sunderland area. Pupils attending Willow Fields Primary School in 2021 will also benefit, given the extension includes increased outdoor space, increased internal SEN facilities and larger class bases and ancillary teaching bases.

## 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 has used a range of data sources as part of the analysis that forms this proposal. This includes an evaluation on the sufficiency of local school places within statutory walking distance of planned and commenced housing developments, projected yield from new housing developments, suitability of existing school buildings to meet the needs of a growing local population and the physical condition needs of existing buildings (the current Willow Fields Primary School) and costs to rehabilitate those buildings.

While not focussing on specific disadvantaged groups the admissions criteria used to allocate the increased capacity continues to prioritise pupils who are looked after, formally looked after and with SEN needs.

In addition to the desktop analysis to calculate demand the Council has also conducted a 6 week informal consultation on the proposal and a further 4 week statutory representation period to seek views on the proposal.

### **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](#)

The proposal is not projected to impact on groups outside statutory requirements

## 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	Increased local school places for children of statutory school age		
Disability	Increased facilities for children with SEN, more appropriate class sizes for children with SEN, greater potential to deliver external provision for children with SEN		
Gender/Sex	NA		
Marriage & Civil Partnership	NA		
Pregnancy and maternity	NA		

Race/Ethnicity	NA		
Religion/belief	NA		
Sexual Orientation	NA		
Gender identity	NA		

**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 ( )
- 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.**