

Equality Impact Assessment Form

[screentip-sectionA](#)

1. Document Control

Control Details:

Title: If this is a budget EIA please ensure the title is the same as the title used within the budget booklet	Send Capital programme schemes.
Author:	Robert Caswell
Director:	Catherine Underwood / Nick Lee
Department:	Children and Adults
Service Area:	Major Projects
Contact details:	Robert.Caswell@nottinghamcity.gov.uk
Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget) If yes, please include the reference number	N
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	N

2. Document Amendment Record:

Version	Author	Date	Approved
1	Robert Caswell – Programme Manager	18/05/23	

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Rosey Donovan	Equality and Employability Consultant	22/05/2023

4. Glossary of Terms

Term	Description
SEND	Special Educational Needs and Disabilities
EHC	Education Health and Care Plan
DFE	Department for Education
NCC	Nottingham City Council
SCAPE	Systems, Components, Architectural Products and Environments, which is a Procurement Framework to appoint designers and contractors.
EIA	Equality Impact Assessment
LA	Local Authority

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5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

This report focuses on getting approval to complete three high priority Special Educational Needs and Disabilities (SEND) schemes that will develop the provision on the sites of three academies to support pupils particularly with autism. These schemes are linked to the Draft SEND strategy that was out for consultation between 25th January 2023 and the 28th February 2023. Overall 81% of the consultees strongly agreed or agreed with the proposals. Where concerns were,

raised with the strategy it has been reviewed in the light of those concerns and where possible changes made to the final version of the strategy which is in the process of being approved but waiting for the approval will delay these schemes.

At Nethergate Special Academy the works will take an underused building and convert it into a base for 6 pupils with severe autism. By providing this facility these pupils will be able to remain in Nethergate, benefiting both the LA and the pupils and parents as the alternative is without this provision, 6 students will need to be placed in independent specialist provision. There is very limited provision within or close to the City and there is a risk that some students will be without a school place.

At Djanogly Strelley Academy and Whitegate Academy the works will provide for Focus Provisions which will provide a base for between 10 -16 pupils. This specialist provision will allow these pupils to remain in mainstream education and to be supported in an effective teaching environment. The provision will support these pupils remaining at their local primary school with their peers.

[screentip-sectionC](#)

6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

For the pupils that use these facilities there will be a benefit in that they can be taught in a local school, the alternative at Nethergate Special School is that the pupils go to an independent school or outside the city boundary, by providing this facility it will help pupils with complex needs remain local and to have the specialist teaching and support that they require. The works at Nethergate will be completed before September and the new school year. The two focus provisions will allow pupils with Education Health and Care (EHC) plans to be supported in their local school and to remain with their peer group. While these will not be completed by September the schools in question have an existing provision, but this new provision will provide significantly more space to deliver education.

If the report is approved then contractors will be procured using either the Scape Regional Framework, which is a direct award process although it is a competitive tender to get on the framework or directly be the academies. All of these are compliant routes for procuring works. Contractors on the SCAPE framework have key performance indicators in place to ensure they monitor local spend and involve small to medium enterprises where possible. The information is monitored by SCAPE and reviewed by the City Council Procurement team.

7. Impacts and Actions:

<u>screenip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

<p style="text-align: right;"><u>screeentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeentip-sectionF</u></p> <p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)</p> <p>The works at Nethergate Academy will refurbish and reconfigure an existing building to allow a cohort of young people to have an, educational environment designed particularly for them as they have needs which can only be met within the small, highly staffed classes in special schools.</p> <p>The two Focus Provisions will provide a purpose designed environment for the two groups of pupils that will provide a base for them while allowing them to access the mainstream curriculum with their peers as much as is appropriate.</p>	<p>The schemes within the programme will be assessed for any impact on equality from inception through to completion and benefit realisation. This will be measured by liaising with the relevant contractors and schools to ensure there have been no adverse impacts on any particular group. This EIA will remain a live document and Major Projects will keep the EIA updated of any impacts and inform colleagues in the Equalities and Employability service area.</p>

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8. Arrangements for future monitoring of equality impact of this proposal / policy / service:

Once the works are completed we will ask schools to complete an end user feedback form on how we have performed and how the works were managed on site. As part of the benefit realisation stage of the project we will carry out post-occupancy reviews. These will be undertaken to ensure that the projects have met the needs of the individual schools.

9. Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

10. Approved by (manager signature) and Date sent to equality team for publishing:

<p>Approving Manager: The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.</p>	<p>Date sent for advice: 19/5/2023 Send document or Link to: equalities@nottinghamcity.gov.uk</p>
<p>Approving Manager Signature: R Beckett</p>	<p>Date of final approval: 19/5/23</p>

Before you send your EIA to the Equality and Employability Team for advice, have you:

1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.