

## Equality Impact Assessment (EIA) Tool

### Document Control

<b>Control Details:</b>	
Title of EIA/ Decision (DDM):	To create a specialist SEND provision at Nottingham Girls Academy
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Strategic Budget EIA:	No
<a href="#">Exempt from publication:</a>	No
Date decision due to be taken:	Leader's Key Decision - approx 8 <sup>th</sup> Feb

### Document Amendment Record

Version	Author	Date
1	Lucy Juby	30.1.24

### Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Rob Caswell	Programme Manager – Major Projects	30/01/2024
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## Glossary of Terms

Term	Description
NGA	Nottingham Girls Academy
SEND	Special Educational Needs & Disabilities
CYP	Children & young people
DfE	Department for Education
SRP	Specialist Resourced Provision
EHCP	Education Health & Care Plan
SEMH	Social, emotional & mental health
MLD	Moderate learning difficulties
SCAPE	Systems, Components, Architectural Products and Environments, which is a Procurement Framework to appoint designers and contractors

### Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

#### 1. a. Brief description of proposal/ policy/ service to be assessed

The proposal is to create a specialist SEND provision at The Nottingham Girls Academy. This will create additional specialist places and facilities for children and young people (CYP) with complex needs or who have an education, health and care plan (EHCP).

This project was previously endorsed within Phase 1 of the SEND Sufficiency Strategy 2023-28, which was approved by Executive Board on 19 September 2023. Then in October 2023, the funding was approved for the survey and early design works.

The specialist SEND provision at the Nottingham Girls Academy is for 24 pupils aged 11-16 who have moderate learning difficulties (MLD), who may also have additional needs such as Autism or MLD-related behaviour support needs. 10 of the places will be additional and commissioned by the LA, to accommodate children and young people in the wider community, subject to the SEND requirements of the individuals.

Nottingham Girls Academy has very recently in November 2023 been awarded an outstanding Ofsted rating and their inclusive practice and excellent support for those with complex needs has been highlighted.

The Specialist Resourced Provision will be accommodated in a new standalone building adjacent to the current teaching block on site. It will consist of 4 class bases and a number of support spaces in the building. Overall the building is approximately 350m<sup>2</sup> and will be single storey.

This proposal aligns with our priorities and will deliver additional capacity which is accessible for pupils in areas of highest need, evidenced by the data set out in the strategy. It will support pupils to remain in their local mainstream school, while providing a specialist base with the necessary resources and facilities to support this.

### **1. b. Information used to analyse the equalities implications**

The Specialist Resourced Provision will allow pupils with specific needs to be supported in their local school and to remain with their peer group. The alternative would be that the pupils would go to an independent school or outside the city boundary, with further to travel, rather than remaining within their local community. Creating this specialist facility will help pupils with complex needs to have the specialist teaching and support that they require.

If the report is approved then contractors will be procured using the Scape Regional Framework, which is a direct award process, although it is a competitive tender to get on the framework. 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.

**1. c. Who will be affected and how?**

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment  (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact  (Including any action plans)
Pupils	People from different ethnic groups	X			The school serves a diverse community		
	Men			X			
Pupils	Women	X			NGA is a single sex girls school	Provision for girls with this type and range of specialist need is currently lacking, therefore this proposal will add much	

						needed provision.	
	<b>Trans</b>			<b>X</b>			
<b>Pupils</b>	<b>Disabled people/ carers</b>	<b>X</b>			<b>The proposal is to increase specialist provision for CYP with SEND. The Specialist Resourced Provision will provide a purpose designed environment for up to 24 pupils with complex needs, while supporting them to access the mainstream curriculum with their peers as</b>		

					appropriate according to their specific needs.		
	<b>Pregnancy and maternity</b>			X			
	<b>Marriage/Civil Partnership</b>			X			
	<b>People of different faiths/ beliefs and those with none</b>	X			<b>The school serves a diverse community</b>		
	<b>Lesbian/ Gay/ Bisexual people</b>			X			
	<b>Older</b>			X			
<b>Pupils</b>	<b>Younger</b>	X			<b>Secondary aged pupils 11-16 years old</b>		

	<b>Care Experience</b> (Please refer to the guidance notes for further information)			<b>X</b>			
<b>Vulnerable children</b>	<b>Other</b> (e.g. cohesion/ good relations, vulnerable children/ adults), socio-economic background.  <b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>	<b>X</b>			<b>Supporting a diverse community for vulnerable CYP from a range of socio-economic backgrounds and with complex SEND</b>		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. If any equality impacts have arisen, the EIA will be updated to reflect the impacts along with mitigation.

**1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):**

The recent Nov 2023 Ofsted Inspection reported that this school “*supports pupils’ wider personal development remarkably well. Pupils maturely and enthusiastically discuss issues such as race, religion and gender equality. Some pupils have formed an ‘equalities group’ that actively campaigns for social justice, including lobbying local politicians.*”

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**Section 2 – Equality outcome**

**Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan**

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	No further actions required			
Advance equality of opportunity between those who share a protected characteristic and those who don't				
Foster good relations between those who share a protected characteristic and those who don't				
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)				



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**Please note: All actions will need to be uploaded onto Pentana**

### Section 3 – Approval and publishing

<b>The assessment must be approved by the manager responsible for the service /proposal.</b> <b>Approving Manager details</b> (name, role, contact details):	<b>Date sent for advice:</b>
<b>Approving Manager Signature:</b>  Jen Hardy Interim Head of Access to Learning	<b>Date of final approval:</b>  30.1.24

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)  
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: [edi@nottinghamcity.gov.uk](mailto:edi@nottinghamcity.gov.uk)

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