

## Equality Impact Assessment (EIA) Tool

### Document Control

<b>Control Details:</b>	
Title of EIA/ Decision (DDM):	To expand Bluecoat Wollaton Academy by 300 places
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Strategic Budget EIA:	No
<a href="#">Exempt from publication:</a>	No
Date decision due to be taken:	Portfolio Holder Sign Off – Asap from 28 <sup>th</sup> Feb

### Document Amendment Record

Version	Author	Date
1	April Corey	15.02.2024
2	Lucy Juby & April Corey	21.02.2024

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

Name	Title role	Date
April Corey	Senior Project Manager – Major Projects	15.02.2024
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## Glossary of Terms

Term	Description
NCC	Nottingham City Council
LA	Local Authority
BWA	Bluecoat Wollaton Academy
CYP	Children & young people
DfE	Department for Education
2FE	Two forms of entry
OfSTED	Office for Standards in Education, Children’s Services and Skills
PAN	Pupil Admission Number
SEND	Special Educational Needs & Disabilities
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

Local Authorities have a statutory duty to ensure a sufficiency of places under section 14 of the Education Act 1996 – see digital link here - <https://www.legislation.gov.uk/ukpga/1996/56/section/14> to ensure that there are sufficient school places, to promote high educational standards, ensure fair access to educational opportunities and promote the fulfilment of every child’s educational potential.

Since 2017, the LA has delivered capital investment in secondary schools to meet the significant growth in demand. Working in collaboration with trusts and academy schools, this has been delivered through a variety of measures, including permanent expansions, increased Pupil Admission Numbers (PANs) and temporary increases.

Despite the investment in secondary capacity to date, there is still insufficient capacity to meet the needs of the City's population. Significant place pressure is currently set to continue up to 2028/2029. While we anticipated significant increase in demand, the actual pupil numbers have been even higher due to more recent increased inward migration to the city which has added to the pressure in Year 7 and across year groups.

To address this continued secondary place challenge, Nottingham City Council (NCC) are working with the Archway Learning Trust to expand Bluecoat Wollaton Academy by two forms of entry (2FE). Temporary accommodation will be required from September 2024 at the Bluecoat Wollaton site before the permanent build is complete from September 2026. The school will operate as normal during this time.

Any options to meet the demand of school places will require academies to have the willingness to expand, as the Local Authority is unable to enforce this.

The main contractor will be procured through the Scape Regional Framework and the 'Basic Need' grant which LA's receive from Government is intended to fund the expansion of physical capacity to create additional places.

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

It is essential that there are sufficient places for the growing number of secondary aged pupils, within an accessible distance and to ensure quality and diversity of provision. The North, Central and West areas of the City are the most challenging in terms of capacity shortfall. We have involved all trusts and secondary academies across the city to reiterate the pressures and urge that they collaboratively work with us to meet our statutory sufficiency duty to provide school places and to avoid children being without a place.

Bluecoat Wollaton Academy deliver excellent educational outcomes, with an Ofsted rated 'Outstanding' provision. They are significantly oversubscribed for applications (second highest in the city) and they draw pupils from a wide geographical area across all areas of the city, in particular the West and Central areas where the current place pressure is high. They are also prepared to accommodate additional pupils from September 2024 in temporary mobile classrooms on the understanding that the Local Authority commits to a permanent expansion to secure the education facilities they need to meet the growth in pupil numbers. The additional capacity they can provide from September 2024 will accommodate an extra 60 Year 7 pupils which is needed to meet the Local Authorities statutory school place sufficiency duty and to avoid pupils being without a school place.

Bluecoat Wollaton Academy is both distinctively Christian and inclusive in terms of its admissions criteria. It is clear about its ethos whilst also welcoming children of other faiths or no faiths from across the city. It also promotes an inclusive ethos for pupils with Special Educational Needs and disabilities. Pupils with SEND make strong progress and are exceptionally well supported.

Expanding schools contributes to Nottingham City Council's priority to ensure that all young people thrive and achieve. It will provide quality learning and teaching environments and meet the Council's objectives to expand good and outstanding schools across the City. It is proposed that Bluecoat Wollaton Academy (an Archway Trust School) is expanded by two forms of entry, which currently has an Ofsted rating of Outstanding.

In addition, expanding secondary places will support the City Council's commitments to be a "Child Friendly city" and guarantee a choice of places at a local primary and secondary school for every Nottingham child.

The alternative would be that the pupils would be required to travel further outside the city boundary rather than remaining within their local community or creating a scenario where pupils are without a school place.

OfSTED has rated Bluecoat Wollaton as 'Outstanding' in all areas of their inspection framework including Overall Effectiveness, Outcomes, Teaching, Learning and Assessment, Personal Development, Behaviour and Welfare and Leadership and Management.

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  X	Negative  X	None  X	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			
	Trans			X			
Pupils	Disabled people/ carers			X			

	<b>Pregnancy and maternity</b>			X			
	<b>Marriage/Civil Partnership</b>			X			
	<b>People of different faiths/ beliefs and those with none</b>	X			The Academy is both distinctively Christian and inclusive. It is clear about its Christian ethos whilst welcoming children of other faiths or no faiths.		
	<b>Lesbian/ Gay/ Bisexual people</b>			X			
	<b>Older</b>			X			
<b>Pupils</b>	<b>Younger</b>	X			Secondary aged pupils 11-16 years old		

	<p><b>Care Experience</b> (Please refer to the guidance notes for further information)</p>			X			
<p><b>Vulnerable children</b></p>	<p><b>Other</b> (e.g. cohesion/ good relations, <u>vulnerable children/ adults</u>), socio-economic background.</p> <p><b>Please underline the group(s) /issue more adversely affected or which benefits.</b></p>	X			<p>Bluecoat Wollaton Academy promotes an inclusive ethos for pupils with Special Educational Needs and disabilities. Pupils with SEND make strong progress and are exceptionally well supported.</p>		<p>Consultation on the expansion will be carried out by the academy with parents, carers and guardians and students.</p> <p>When the works are complete, we will ask the academy to complete an end-user feedback form regarding the performance of the project and how works were managed on site.</p> <p>As part of the benefits realisation stage of the project, post-occupancy reviews will be undertaken to ensure</p>

							the project has met the benefits as set out in the Business Case including the scope as agreed with the academy. If any equality impacts have arisen, the EIA will be updated to reflect the impacts as well as the mitigation.
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**1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):**

The latest Ofsted Inspection reported that at this school *“Pupils enjoy school and feel they ‘belong’. Attendance is high for all pupils, including those who are disadvantaged...Disadvantaged pupils make outstanding progress as a result of the targeted support they receive...Pupils thrive in the school due to its culture of inclusivity and acceptance...Pupils who have special educational needs (SEN) and/or disabilities make strong progress. They are exceptionally well supported.”*

**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
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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	No further actions required			
Foster good relations between those who share a protected characteristic and those who don't	No further actions required			
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	No further actions required			

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

### Section 3 – Approval and publishing

<p><b>The assessment must be approved by the manager responsible for the service /proposal.</b>  <b>Approving Manager details</b> (name, role, contact details):</p>	<p><b>Date sent for advice:</b></p>
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<b>Approving Manager Signature:</b> Lucy Juby	<b>Date of final approval:</b> 26.02.2024
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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.**