

## Equality Impact Assessment (EIA) Tool

### Document Control

<b>Control Details:</b>	
Title of EIA/ Decision (DDM):	To expand Bluecoat Wollaton Academy by 2 forms of entry (300 places overall)
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### Contributors/Reviewers (Anyone who has contributed to this document to be named)

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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/ SEN	Special Educational Needs & Disabilities
SCAPE	Systems, Components, Architectural Products and Environments, which is a Procurement Framework to appoint designers and contractors
LAPP	Land and Planning Policies

### 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 - <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, Nottingham City 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.

There are still, however, capacity challenges in order to meet the needs of the City's population. Analysis of pupil forecasting data evidences that significant place pressure is currently set to continue up to 2029 and there has been a

32% increase in demand for secondary Year 7 admissions since 2016. Demand is also growing across all year groups due to the number of in-year applications. There is a need for additional secondary capacity across all areas of the city, however, the greatest need is in the central, west, south west and north areas of the city.

To address this continued secondary place challenge, we are working positively with the Archway Learning Trust to seek approval for a 300 place expansion (60 extra places per year group) at Bluecoat Wollaton Academy. The Basic Need capital grant Local Authorities receive from Government is intended to fund the expansion of physical capacity to create additional places as well as a contribution from the Academy Trust.

Local Authorities are required to support the expansion of schools which are Ofsted rated 'Good' or above. Bluecoat Wollaton Academy deliver excellent educational outcomes, with an Ofsted rated 'Outstanding' provision in all categories. They are also well located in terms of pupil demand across a large geographical area of the city including the South West, West and Central areas of the city where more places are required now and for the foreseeable future. This will enable more pupils in the City to access a high performing school that performs consistently above national averages in every measure.

The main contractor will be procured through the Scape Regional Framework.

### **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, South West, West and Central areas of the city are the most challenging in terms of capacity shortfall. We have engaged with all trusts and secondary academies across the city to share pupil projections data, to reiterate the pressures and to 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. Any solutions to meet the demand for school places requires academies to have the willingness to expand, as the Local Authority is unable to enforce this.

Bluecoat Wollaton Academy deliver excellent educational outcomes, with an Ofsted rated 'Outstanding' provision, in all areas of their inspection framework including Overall Effectiveness, Outcomes, Teaching, Learning and Assessment, Personal Development, Behaviour and Welfare and Leadership and Management.

BWA are significantly and consistently oversubscribed for applications (second highest in the city) and they draw pupils from a wide geographical area, in particular the South West, West and Central areas where the place pressure is high. 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.

Bluecoat Wollaton Academy 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. Despite the investment in secondary capacity to date, there are still significant capacity challenges to meet the needs of the City's population. There has been a 32% increase in demand for secondary Year 7 admissions since 2016, as the larger cohorts have moved through from primary education into secondary, and significant place pressure is currently set to continue up to 2029. Whilst this cohort growth was anticipated to a degree, the demand has increased further due to increased inward migration to the city, adding to the pressure in the year of entry and across year groups.

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. 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.

This expansion proposal aligns with the LA's school place planning priorities and will deliver high quality additional capacity which is accessible for pupils in areas of need, and therefore reducing the resultant requirement for longer distance transport provision for pupils living further afield.

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.

The Academy Trust must also submit a 'significant change' application to the DfE to approve the expansion proposal. A requirement of this application is for the Academy to undertake a four week statutory consultation process with all affected stakeholders, including parents, schools and local residents. This consultation took place from 5th February to 11th March 2024. Details about the proposal to expand Bluecoat Wollaton Academy were set out and shared on the school website, via social media, direct letters to the local primary and secondary schools, to the LA, the Diocese and in leaflets distributed to residents in the local area. The LA also informed the local ward councillors of the proposal. Responses to the proposal were invited either via an online consultation feedback form or a dedicated email address, to capture the views of all stakeholders. The Academy received 98 responses during the consultation period; 14 were in support of the proposal and 84 were objections. The main concerns identified were relating to traffic, parking, existing school facilities, school size, behaviour and the pace of implementing the expansion. Following this, the Academy held a meeting with existing parents/carers, to provide a further opportunity to share the rationale for the proposal and to voice their concerns and questions.

As a result of the above, a meeting is being arranged with local residents to discuss the concerns they have raised about traffic and parking on the main two access roads to the school. This will be jointly supported by the Academy and the LA and will take place before the end of the school term 2024. There will then be a further opportunity for residents to make formal submission as part of the Planning Permission consultation process. This is likely to take place at the end of 2024/ start of 2024 and will be independently led by the NCC Planning department. As part of the consultation, letters are sent to all neighbouring residents inviting them to make their comments which could be electronically or in writing. This Equality Impact Assessment will be updated to reflect the results of the consultation.

The expansion is supported in principle by the local development plan, which comprises both the Aligned Core Strategies (ACS - part 1 document) and the Land and Planning Policies (LAPP – part 2 document). Policy 12 (Local Services and Healthy Lifestyles) of the ACS and policy LS5 (Community Facilities) of the LAPP provide the overriding support, subject to detailed site considerations.

With regards to Planning, the importance of issues arising from increased pedestrian and vehicular movements to and from the school a result of the increased school capacity within the adjacent part of the highway network will be considered and a detailed travel plan to mitigate any impacts will form an integral part of the associated planning application. This EIA will be updated should any changes occur, identifying mitigations where necessary.

**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. The proportions of pupils from minority ethnic groups and those who speak English as an additional language are above the national averages.		
	Men			X			
Pupils	Women			X			
	Trans			X			
Pupils	Disabled people/ carers	X			Pupils with SEND make strong progress and are		

					<p>exceptionally well supported.</p> <p>The schools most recent Ofsted rated 'Outstanding' report noted "Teachers work well with adults who support pupils who have SEN and/or disabilities. Teaching assistants help pupils with specific learning difficulties to make strong progress in developing their knowledge, skills and understanding. They ask searching questions and encourage positive engagement from the pupils, which contributes to their excellent progress.</p>		
	<b>Pregnancy and maternity</b>			X			

	<b>Marriage/Civil Partnership</b>			X			
	<b>People of different faiths/ beliefs and those with none</b>	X			<p>The Academy is both distinctively Christian and inclusive. It is clear about its Christian ethos whilst welcoming children of other faiths or no faiths.</p> <p>The schools most recent Ofsted rated 'Outstanding' report noted "Leaders provide pupils with rich opportunities to develop their spiritual, moral, social and cultural understanding and to explore British values. Leaders use the school environment well to convey spiritual messages that are relevant to pupils of any faiths or none."</p>		
	<b>Lesbian/Gay/</b>			X			



	<b>Bisexual people</b>						
	<b>Older</b>			X			
<b>Pupils</b>	<b>Younger</b>	X			<p>Secondary aged pupils 11-16 years old:</p> <p>Bluecoat Wollaton Academy deliver excellent educational outcomes, with an Ofsted rated 'Outstanding' provision, rated in all categories. They are significantly and consistently oversubscribed for applications (second highest in the city) and they draw pupils from a wide geographical area.</p>		
	<b>Care Experience</b> (Please refer to the guidance notes for			X			

	further information)						
<b>Vulnerable children</b>	<b>Other</b> (e.g. cohesion/ good relations, <u>vulnerable children/ adults</u> ), socio-economic background.	X			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>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 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.</p>

**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
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			

<p>Foster good relations between those who share a protected characteristic and those who don't</p>	<p>A meeting is being arranged with local residents to discuss the concerns they have raised about traffic and parking on the main two access roads to the school. This will be jointly supported by the Academy and the LA. There will then be a further opportunity for residents to make formal submission as part of the Planning Permission consultation process. The statutory Planning consultation will be independently managed by the NCC Planning team and the results will be available at the start of 2025.</p>			
<p>(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)</p>	<p>No further actions required</p>			

**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> 20.06.2024
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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.**