

## Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Year 7 East Central Sufficiency – 6th Form Proposal for Cabot Learning Federation (CLF)
Directorate and Service Area	People, Education and Skills
Name of Lead Officer	Alison Hurley

### Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

<b>1.1 What is the proposal?</b> Inform Cabinet of the proposed solution for meeting Year 7 sufficiency in East Central for 2021/22 To secure approval to invest £4.5m of Education Capital funding towards the development of a permanent 6th form centre for Cabot Learning Federation (CLF) To agree to support the strategic intent for CLF to build a permanent 6th Form Centre in BS5
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### Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

<b>2.1 What data or evidence is there which tells us who is, or could be affected?</b> <b>1. Requirement for Additional Year 7 Places</b> Additional secondary school places are required to meet the statutory duty to ensure sufficient school places. The rising demand for secondary places follows a large growth in primary school numbers, with these pupils now moving into secondary, and a rise in the popularity of Bristol schools with fewer parents choosing schools outside of the city.
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In East Central Bristol demand for places in Year 7 has already been rising and a new secondary school (Oasis Academy Temple Quarter) has been approved. This will be delivered through Central Government's Free School route and was expected to provide places from 2018/19. Delays to this project have impacted on the need to provide additional places at existing schools. The soonest that the new school will be available is 2022/23.

<b>Year</b>	<b>Total Year 7 Admission Numbers (PAN)</b>	<b>Forecast Year 7 Demand</b>
2020/21	824	890
2021/22	747	917
2022/23	747	956
2023/24	747	966
2024/25	747	974

### **Places and Projected Demand for Year 7 in East Central Bristol**

In recent years, in order to meet the demand, additional places above the admission number have been offered at schools belonging to the Cabot Learning Federation (CLF), including Bristol Brunel Academy. In order to offer the required places for September 2021, BBA have proposed moving their post-16 students to another CLF site. The vacated space being used to accommodate the additional year 7 pupils.

Approximately 170 more places are needed in the area. If additional places cannot be secured locally, schools in other areas will need to be asked to take additional pupils. If those agree then there will be an impact on pupils needing travel across the city. However, there has also been increased demand in other areas and potentially there will be insufficient places for all pupils if the proposed solution is not approved.

### **2. CLF Post-16 Provision**

The population of 15-19 year-olds in the city is forecast to rise from 21,199 in 2018/19 to 31,498 by 2026/27 (Post-16 Directory 2019). This will require more post-16 'school' provision in addition to other types of learning and training. The CLF proposal to develop a new 6<sup>th</sup> Form will help in meeting this rise in demand and provide a high quality learning environment for the East Central area.

- CLF have not yet identified a temporary location for the Post 16

students, therefore an equalities impact assessment is not yet appropriate. This will be completed as part of the consideration process when identifying suitable temporary locations

- If the permanent 6<sup>th</sup> form is developed on the Fire Station site, the majority of CLF's students, who will attend this provision, already reside in the BS5 area and a large proportion of the post-16 cohort is already taught at Bristol Brunel Academy, which is adjacent to the site

The council is due to receive a new basic need announcement in March 2021 for 2022/23. If the announcement is made in the spring 2021 and the value is in line with that received for 2021/22 then there will be minimal impact on delivery of the SEND capital proposals. If the announcement is delayed or for some reason less grant is awarded than estimated then individual projects can be paused while the additional funding is secured. This would have been the case, even in the scenario that we did not take out £4.5m to resolve this mainstream Year 7 issue, as the SEND cabinet approval requires the Council to secure an additional £12m in order to complete the project proposals. In this circumstance the additional capital required has increased to £16.5m.

Council officers are working with the DfE to try and secure Basic Need Grant early so as to provide certainty to the Council and enable seamless delivery.

## 2.2 Who is missing? Are there any gaps in the data?

Under the School Admissions Code, parents have the right to express a preference for any state-funded school. In Bristol parents can express up to 3 preferences and a place will be offered at the highest preference school where the child qualifies for a place. Until the allocation process is complete precise numbers are not known.

The school admissions application process can only collect individual data that is required for the admission arrangements to be implemented. Information on protected characteristics of pupils and parents is not collected.

## 2.3 How have we involved, or will we involve, communities and groups that could be affected?

Engagement with parents and other stakeholders has been concentrated on the proposed new school, Oasis Academy Temple Quarter. This has included meetings with local parents from a particular action group and more open public meetings. A need to secure the additional places has been the core message of all discussion with parent groups.

CLF have informed all relevant students, parents and staff in relation to the proposals to re-locate post-16. Further engagement and consultation will follow if the plan progresses.

Proposals for SEND capital developments have been included in the widespread engagement with stakeholders in the Written Statement of Action response to the Ofsted Inspection of services for children and young people with special educational needs and disability.

- Assuming there is no substantial change to the funding of 'Basic Need' for mainstream places, we could expect an allocation of £9 – 9.5m for 2022 (due to be announced in March 2021).
- Currently in discussion with DfE about earlier notification of the Basic Need allocation.
- Developing a business case to ask DfE for forward funding against savings to the DSG following completion of the SEND sufficiency work.

### **Step 3: Who might the proposal impact?**

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

#### **3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?**

##### **Young People:**

Those students attending BBA for post-16 will potentially need to travel further. The impact of this travel will be included in the EQIA from the CLF as potentially impact on Disability and socio economic through travelling to a different site for education. CLF's EQIA should include the parents consultation on this in addition to other areas such as assurance of accessibility of new settings.

The CLF schools provide education to a higher proportion of young people entitled to Pupil Premium and Free School Meals. Therefore the impact of these cohorts would be greater than other areas in Bristol.

% Pupil Premium	
City Academy	52.3
Bristol Brunel Academy	40.4
Bristol Metropolitan Academy	36.5
City Secondary Average	34.3

% Free School Meals	
City Academy	36.5
Bristol Brunel Academy	29.7
Bristol Metropolitan Academy	24.7
City Secondary Average	22.1

### Race:

The East Central school population has higher levels of Black and Minority Ethnic young people than the city average. Not providing the additional places would disproportionately disadvantage BME families, due to the higher representation at these schools.

% BME Pupils	
City Academy	72.2
Bristol Brunel Academy	39.61
Bristol Metropolitan Academy	52.95
City Secondary Average	30.9

### Disability

Funding for relocating Elmfield School, with improved facilities, would not be affected as this money has been allocated and would not need to be drawn on for this proposal.

Funding for Claremont was not identified in the Cabinet paper. The works both improve facilities and increase places, the need for these identified following

the review of SEND provision. Funding was always proposed to come from future Basic Need allocations. The current risk therefore is that the future Basic Need allocations are lower than anticipated. Any health and safety issues would not be affected and would be addressed as appropriate.

There is no evidence to suggest the proposals will have any adverse impact on those from other protected characteristic groups.

### 3.2 Can these impacts be mitigated or justified? If so, how?

#### **Young People**

Post-16 students are more able to travel independently than those aged 11 and many already access some of their courses at different sites. CLF will support young people with the move and with travel arrangements.

The longer term ambition is to provide purpose-built post-16 provision adjacent to Bristol Brunel Academy and therefore the move to less local sites will be temporary.

There will be a positive impact for those pupils transferring to secondary school in September 2021 where places are made available in their local schools. Travelling out of the local community could severely impact on these children's educational experience with more vulnerable pupils potentially being most severely affected. Hopefully EQIA from CLF will add further information

#### **Race:**

The East Central school population has higher levels of Black and Minority Ethnic young people than the city average. Again, not providing the additional places could more severely impact these families.

### 3.3 Does the proposal create any benefits for people with protected characteristics?

Schools in East Central admit higher numbers of pupils with Black and Minority Ethnic backgrounds than the city average. Providing sufficient places in the local area will ensure those pupils with protected characteristics do not have to travel out of their community for school places (see above for % in each school)

CLF have already been taking additional pupils into their schools and have developed staffing structures and pastoral care systems to meet the needs of the larger number of pupils.

The schools proposing to take additional pupils are fully accessible to disabled students.

The schools are located on or very close to public travel routes, ensuring accessibility.

The schools that will be offering additional places are Ofsted rated as 'Good', ensuring the pupils are being provided with the best opportunities to meet their full potential. The school also forms part of large MAT which has additional resources, capacity for school improvement and development to ensure continued support for these education settings

#### 3.4 Can they be maximised? If so, how?

### **Step 4: So what?**

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

#### 4.1 How has the equality impact assessment informed or changed the proposal?

Impact on groups of students and families is understood and further assessments will be required as the logistical plans are finalised. This will be informed by CLF's wider parent consultation.

#### 4.2 What actions have been identified going forward?

Evaluate likely future capital grants to ensure the impact of moving funding from SEND projects is minimised or removed.

Work with CLF to develop 6<sup>th</sup> Form proposals to minimise time students are travelling to alternative sites.

#### 4.3 How will the impact of your proposal and actions be measured moving forward?

Sufficient places are available for Year 7 admissions offers on 1<sup>st</sup> March 2021.

East Central student numbers attending CLF post-16 are maintained.

Capital is secured to continue SEND developments.

Service Director Sign-Off:	Equalities Officer Sign Off:
Date:23 November 2020	Date:23 November 2020