

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2023)

Transfer part of the former Northallerton School and Sixth Form College (Grammar School Lane) to the Department for Education.

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email communications@northyorks.gov.uk.



যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Resources – Property Service
Lead Officer and contact details	Philip Cowan e-mail: philip.cowan@northyorks.gov.uk Tel: 07973 736 814
Names and roles of other people involved in carrying out the EIA	
How will you pay due regard? e.g. working group, individual officer	Working group comprising Property Service and Children and Young People Service
When did the due regard process start?	June 2023

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

The proposal is for the transfer of NYC's land, known as the former Northallerton School and Sixth Form College on Grammar School Lane, Northallerton, to the Department for Education or another nominated government department. This transfer will see the DFE investing £15m into the delivery of a new SEN School to cover the Northern region of the County.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way.)

This transfer is being proposed to unlock the investment in Education in North Yorkshire.

CYPS has established that there is a shortfall in SEN school places in the County. This proposal will see investment in delivering 120 SEN school places for the northern area of the County.

The Council will see a reduced revenue spend as a result of the transfer as it will no longer be funding the management and security of the vacant buildings.

Section 3. What will change? What will be different for customers and/or staff?

Having 120 additional SEN places will assist CYPS to deliver its plan to meet the immediate service delivery need. Once the facility is operational this facility will deliver education services to children who need the additional support provided by a school of this nature. It will have a direct benefit to the education of children in the northern area of North Yorkshire.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

No public consultation has taken place.

In due course, as the proposals advance, planning consent will be required for elements of the project and the usual planning consultation will take place.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

This proposal will see investment of £15m into educational services in North Yorkshire.

The proposal will have a positive impact on revenue costs associated with SEN provision.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age		x		We are increasing the places available for SEN education. This will improve specialist education to young people with better tailored facilities.
Disability		x		The proposal will provide additional provision for those children with special education needs.
Sex	x			
Race	x			
Gender reassignment	x			
Sexual orientation	x			
Religion or belief	x			
Pregnancy or maternity	x			
Marriage or civil partnership	x			

Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
..live in a rural area?		x		Potentially improve as the SEN services may be geographically closer, particularly for those in the northern area of the county.
...have a low income?		x		Potentially improve due to the SEN provision being geographically closer.
...are carers (unpaid family or friend)?		x		Potentially improve due to closer provision and availability of provision.
..... are from the Armed Forces Community	x			

Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)	
North Yorkshire wide	yes
Craven	
Hambleton	
Harrogate	
Richmondshire	
Ryedale	
Scarborough	
Selby	
If you have ticked one or more areas, will specific town(s)/village(s) be particularly impacted? If so, please specify below.	
<p>The proposal will positively impact those in the northern area of North Yorkshire where there is a shortfall in SEN provision. However, wider benefits may be experienced as by increasing provision in this location there may be efficiencies in the catchment boundaries covered the wider geography of North Yorkshire.</p>	

Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) **State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.**

No

Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	Tick option chosen
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	x
2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
<p>Explanation of why option has been chosen. (Include any advice given by Legal Services.)</p> <p>The proposal is specifically a transfer of land to meet the requirements of those with Special Educational Needs. The proposal will increase the specialist provision available to meet a known shortfall.</p>	

Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

Once operational further information will be available to NYC in relation to the operation of the school and how this affects other mainstream provision. NYC will continue to monitor SEN provision and need.

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The transfer of NYC's land at Grammar School Lane will have a positive impact on the education of those children that require SEN provision.

By increasing the provision, North Yorkshire will benefit from 120 additional SEN places via £15m in investment into this new facility.

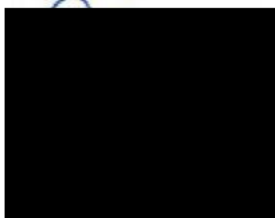
The Council will benefit from revenue savings associated with managing a vacant building and a positive impact on the revenue costs associated with SEN provision.

The proposal will have a positive impact on some groups of people with protected characteristics as detailed above.

Section 14. Sign off section


This full EIA was completed by:

Name: Philip Cowan
Job title: Senior Surveyor
Directorate: Resources



Signature:

Completion date: 8th July 2024

Authorised by relevant Assistant Director 

Date: 8th July 2024