

Directorate	Service	Person responsible for the assessment:	Date assessment completed:
Children's Services	Property and Technology Management	Project Co-ordinator	<b>November 2011</b>
<b>Title of the policy being assessed</b>	Proposal to amend the upper age limit at Sir William Robertson High School, Welbourn		
<b>The status of the policy</b>	New Decision		
<b>1.) What are the aims, objectives and purpose of the policy?</b>	To make the decision regarding the amendment of the upper age limit to enable the formation of a new sixth form at Sir William Robertson High School, Welbourn.		
<b>2.) Does the policy support other objectives of the Council?</b>	The Decision supports: <ul style="list-style-type: none"> <li>• Children and Young People's Plan</li> <li>• Value For Money Principles</li> </ul>		
<b>3.) Who is intended to benefit from the policy, and in what way?</b>	<ul style="list-style-type: none"> <li>• Children and young people, their parents and carers – through assurance that their educational needs are considered and they are provided with an adequate level of educational provision.</li> <li>• The Council – by ensuring value for money and that community needs are met.</li> </ul>		

<b>4.) What outcomes are anticipated from the policy being in place?</b>	<ul style="list-style-type: none"> <li>• That the range of educational provision for young people in Welbourn and surrounding area will be expanded.</li> <li>• The council will have assessed and ensured value for money.</li> <li>• The proposal will provide additional places in Welbourn to enable young people to continue their Post-16 education without having to travel to Newark, Lincoln, Grantham or Sleaford.</li> </ul>		
<b>5.) Who are the main stakeholders of this policy?</b>	<b>Community</b>	<b>Staff</b>	<b>Partners</b>
	<ul style="list-style-type: none"> <li>• Children and young people, their families and carers</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant children's services workforce</li> </ul>	<ul style="list-style-type: none"> <li>• School staff</li> <li>• School Improvement Service</li> <li>• HR</li> </ul>
<b>6.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to race and ethnicity?</b>	<b>No</b>	There are no concerns that the impact of the decision will have a negative impact on race or ethnicity with respect to staff or pupils.	
<b>What evidence (actual data or assumptions) do you have to support this?</b>	School places in the new sixth form will be offered regardless of race and ethnicity and all staff employed by the school are offered employment regardless of their ethnicity therefore there will be no negative impact.		
<b>7.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to gender?</b>	<b>No</b>	There are no concerns that there could be a negative impact with regard to gender arising out of this proposal either for staff or young people.	
<b>What evidence (actual data or assumptions) do you have to support this?</b>			
<b>8.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to disability?</b>	<b>No</b>	There are no concerns that disability will be negatively impacted upon through this proposal.	

<b>What evidence (actual data or assumptions) do you have to support this?</b>	Consideration of pupils with Special Educational Needs (SEN) will take place with regard to any sixth form provision as is the current practice at the school for pupils in Years 7 - 11	
<b>9.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to age?</b>	<b>No</b>	In considering age, it is felt that there will be no negative impact caused by this proposal. Children and young people will continue to have a place at an appropriate local school where their needs can be met regardless of age.
<b>What evidence (actual data or assumptions) do you have to support this?</b>		
<b>10.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to religion/belief?</b>	<b>No</b>	There are no concerns that this proposal could have a negative impact on religion and belief.
<b>What evidence (actual data or assumptions) do you have to support this?</b>	There will be no impact on the number of denominational places provided in the area.	
<b>11.) Are there any concerns that the policy <i>could</i> have a negative impact with regard to sexual orientation?</b>	<b>No</b>	There are no concerns that the policy will have a negative impact on sexual orientation.
<b>What evidence (actual data or assumptions) do you have to support this?</b>		
<b>12.) Could the negative impact you have identified in questions 6-11 lead to the potential for <i>adverse</i> impact if the policy is implemented?</b>	<b>N/A</b>	

<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>N/A</p>		
<p>Can the impact be mitigated by existing means?</p>	<p>N/A</p>		
<p>If yes, what actions will you undertake to mitigate these impacts and revise the policy?</p>			
<p>13.) As a result of your assessment, and any actions undertaken, should the policy proceed to a partial impact assessment?</p>	<p>No</p>	<p>If yes, the date of completion for the partial assessment</p>	
<p><i>Has this assessment been undertaken by a minimum of two staff?</i></p>	<p>Yes</p>	<p><i>Has this assessment been scrutinised by your Directorate Steering Group?</i></p>	<p>No</p>

<p><i>If the policy is new, or requires a decision by Councillors to revise, has this Equality Impact Assessment been included with the report?</i></p>		<p>Yes</p>	
<p><i>Have any actions identified in this assessment been included in your service equality and diversity action plan?</i></p>		<p>No</p>	
<p><i>Completed by:</i></p>	<p><i>Linda Duffield Matt Clayton</i></p>	<p><i>Signed off by:</i></p>	<p><i>Paul Holmes</i></p>