
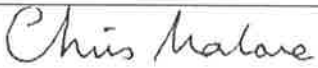



# **EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)**

**Education and Learning Strategy 2018 - 2023**

Equality Impact Assessment/ Analysis (EqIA)

Group	Communities
Business Units/Service Area	Education and Learning
Plan/ Strategy/ Policy/ Service being assessed	Education and Learning Strategy 2018 - 2023
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	New Equality Impact Assessment
EqIA Review team – List of members	Chris Malone Head of E & L Jeremy Dibb Director Warwickshire Music
Date of this assessment	January 29 <sup>th</sup> 2018
Signature of completing officer (to be signed after the EqIA has been completed)	
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	NO
Name and signature of Head of Service (to be signed after the EqIA has been completed)	 Chris Malone
Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)	 Phil Evans 7/2/18

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



## Form A2 – Details of Plan/ Strategy/ Service/ Policy

### Stage 1 – Scoping and Defining

(1) What are the aims and objectives of Plan/Strategy/Service/Policy?

It is time to update the Warwickshire County Council Education and Learning Strategy so that it reflects current challenges. An overarching vision for education in Warwickshire is needed so that one agreed strategy can guide the work of council and partners.

It will have one uniting and overarching purpose: to improve educational outcomes, and thus the life chances, of learners in Warwickshire.

The purpose of this Education Strategy is to set out clearly our aspirations and priorities for education in Warwickshire, and to summarise how Council teams will be working with partners to achieve them.

This Strategy will bring together the work of different teams in the Education and Learning Business Unit. As a result we hope that services will be more joined-up and, despite financial challenges, the quality of services, and the impact of learners incomes, will continue to improve.

We are going to ensure that Council plans 'join up'. All plans in the Education and Learning Business Unit, and all staff objectives, will explicitly support this Strategy. Meetings and Boards led by Education and Learning staff will all be driven by this Strategy. We also hope that partners and education professionals sign up to the Strategy and use it to enhance the effectiveness of their work.

Our aim is for a shared vision to give clarity, transparency and relative simplicity within the complex education environment of 2018.

(2) How does it fit with Warwickshire County Council's wider objectives?

All children deserve the best possible start in life and this means making sure we get early education right.

Warwickshire County Council has a statutory responsibility to support all vulnerable learners.

The Warwickshire County Council One Operational Plan ( OOP ) outlines the need for communities to work together to support each other. The community of schools is no different and system leadership means helping schools to support each other.

We need to help all our people to find meaningful employment or further education post 16 – to enable them to take a full and active role as young adults.

(3) What are the expected outcomes?

We are going to ensure that Council plans 'join up'. All plans in the Education and Learning Business Unit, and all staff objectives, will explicitly support this Strategy. Meetings and Boards led by Education and Learning staff will all be driven by this Strategy. We also hope that partners and education professionals sign up to the Strategy and use it to enhance the effectiveness of their work.

Our aim is for a shared vision to give clarity, transparency and relative simplicity within the complex education environment of 2018.

(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)

Not possible to say at this stage in the consultation process

### **Stage 2 - Information Gathering**

(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?

The main way to feedback is an online questionnaire. The questionnaire is anonymous and does not ask for any personal information.

Paper copies or alternative formats will be available.

An Education and Learning Strategy leaflet will be widely circulated to all educational settings and they will be encouraged to make this leaflet available to parents and students. This leaflet and all other supporting documents will be available online.

Schools and other educational settings will be widely consulted through informal and formal meetings, conferences and events.

Stakeholders will be able to respond to this consultation in writing.

(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?

The consultation period is March 5<sup>th</sup> – April 2<sup>nd</sup> 2018

(3) Which of the groups with protected characteristics have you consulted with?

Warwickshire County Councillors  
WCC colleagues including People Group

Schools (headteachers)  
colleges  
Early Years providers  
Childminders  
Children's Centres  
Challenge Board  
Consortia groups  
Area Analysis groups  
Schools Forum  
Parents and students

**Stage 3 – Analysis of impact**

<p>(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	<p>RACE N/A</p>	<p>DISABILITY N/A</p>	<p>GENDER N/A</p>
	<p>MARRIAGE/CIVIL PARTNERSHIP N/A</p>	<p>AGE N/A</p>	<p>GENDER REASSIGNMENT N/A</p>
	<p>RELIGION/BELIEF N/A</p>	<p>PREGNANCY MATERNITY N/A</p>	<p>SEXUAL ORIENTATION N/A</p>
<p>(2) If there is an adverse impact, can this be justified?</p>	<p>To be determined subject to consultation</p>		
<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)</p>	<p>To be determined subject to consultation</p>		

(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?

Warwickshire County Council will work effectively with colleagues in schools, and settings, with partners and professionals, so that simple, consistent services enable all Warwickshire's learners to learn in safe and enabling environments.

Our proposed priorities for Education and Learning are:

- 1: Promoting the best possible start in life through early education
  - 2: Unlocking talent, building resilience, and fulfilling the potential of our vulnerable learners:
    - (i) Children out of school
    - (ii) Children at risk of under-achievement
    - (iii) Looked After Children, through the Virtual School,
    - (iv) Children and young people with special educational needs and disabilities (SEND)
    - (v) People with social, emotional and mental health needs.
  - 3: Supporting successful system leadership, empowering communities, so that the Warwickshire Family of Schools can thrive, and no school is left behind.
  - 4: Promoting employability; offering the best possible opportunities for all learners so that the local economy can grow, and young people can take on the responsibilities of adult life.
- We are committed to **empowering** education professionals and partners to help us to achieve these priorities. We **champion** vulnerable learners, and will **challenge**, constructively, where we can make a positive difference to learner outcomes



The Strategic priorities outlines in the Education and Learning Strategy cannot be met by Council staff alone. Partners will be approached to play their part on this journey so that simple and consistent services enable all Warwickshire's learners to learn in safe and enabling environments

<p>(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?</p>	<p>N/A</p>
<p>(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?</p>	<p>N/A</p>
<p>(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?</p>	<p>N/A at this stage</p>
<p>(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)</p>	<p>N/A</p>
<p>(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?</p>	<p>N/A</p>
<p>(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?</p>	<p>N/A</p>

**Stage 4 – Action Planning, Review & Monitoring**

If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

### EqIA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments
Consultation process	Jeremy Dibb	Consultation period to close on April 2 <sup>nd</sup> 2018 Strategy to be in place for September 2018		

(2) Review and Monitoring  
State how and when you will monitor policy and Action Plan

Equality Assessment to be reviewed immediately following the analysis of the consultation

Please annotate your policy with the following statement:

**‘An Equality Impact Assessment/ Analysis on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).**

#### CONSULTATION TIMETABLE

This timetable should include all key dates and actions for this consultation  
Key milestones have been auto-added but you may need to include additional actions specific to your consultation.

<u>Action</u>	<u>Date</u>	<u>Responsible Officer</u>
Sign off of consultation brief	February 1st	
Log portfolio decision as agenda item on CMIS Forward Plan <i>(Log 6 weeks /31 days before decision date)</i>	February 1st	
Sign off on consultation documents		
Portfolio decision date <i>(Allow for call-in before starting consultation)</i>	February 23rd	
Start of consultation	March 5th	
Mid point review	March 19 <sup>th</sup> ?	
Close of consultation	April 2nd	
Allowance for receipt / input of postal and paper responses	If applicable. Assess at mid point review	
Log O&S and Cabinet reports on CMIS Forward Plan <i>(Log 6 weeks /31 days before decision date)</i>	May 18 <sup>th</sup> April 27 <sup>th</sup> for for O&S, April 30 <sup>th</sup> for Cabinet	
Analysis of results and Consultation report <i>(Minimum 2 weeks)</i>	April 3 <sup>rd</sup> – 10 <sup>th</sup> (subject to numbers)	Insights Service (Jemma Bull)
Draft Cabinet report completed <i>(Allow sufficient time for due consideration)</i>		
Informal consultation / report sign off		
Corporate board meeting (if required)	April 24 <sup>th</sup> (May 9 <sup>th</sup> )	
Upload draft O&S and Cabinet reports on CMIS. <i>(3 weeks (16 w days) before decision date.)</i>	May 18 <sup>th</sup> for O&S, May 22 <sup>nd</sup> for	

	Cabinet	
Overview and scrutiny meeting	June 12 <sup>th</sup>	
Log Council report on CMIS Forward Plan <i>(Log 6 weeks /31 days before decision date)</i>	June 13 <sup>th</sup>	
Cabinet meeting (Decision) <i>(Allow for call-in before implementation, final feedback)</i>	June 14 <sup>th</sup>	
Upload draft Council report on CMIS. <i>(3 weeks (16 w days) before decision date.)</i>	July 4 <sup>th</sup>	
Council meeting (Endorsement)	July 26 <sup>th</sup>	
Feedback to the public		
Implementation Date	September 1 <sup>st</sup>	