

Equality Analysis Toolkit

Flakefleet Primary School

For Decision Making Items

March 2024



Question 1 - What is the nature of and are the key components of the proposal being presented?

The proposal relates to the creation of a special educational needs (SEN) unit for up to sixteen pupils with communication and interaction needs at Flakefleet Primary School. This school is a mixed primary school for pupils aged between four and eleven years.

Question 2 - Scope of the Proposal

Is the proposal likely to affect people across the county in a similar way or are specific areas likely to be affected – e.g. are a set number of branches/sites to be affected?

The proposal may affect children who currently attend Flakefleet Primary School as the proposal means there will be an increased number of pupils attending the school with communication and interaction needs in the future.

The proposal may also affect the children Flakefleet Primary School who currently attend during the time that any building work is carried out.

Question 3 – Protected Characteristics Potentially Affected

Could the proposal have a particular impact on any group of individuals sharing protected characteristics under the Equality Act 2010, namely:

- Age
- Disability including Deaf people
- Gender reassignment
- Pregnancy and maternity
- Race/ethnicity/nationality
- Religion or belief
- Sex/gender
- Sexual orientation
- Marriage or Civil Partnership Status

And what information is available about these groups in the County's population or as service users/customers?

This proposal will have a particular impact on children and young people with disabilities and their families. Pupils will be within the age (younger people) protected characteristics group and are likely to meet the definition for the disability protected characteristics group.

83% of the people who completed the survey were female. 83% of respondents identified themselves as a parent or carer of a pupil currently at Flakefleet Primary School. It seems likely the impact on this group whether they are family members or other members of the community will be greater.



Although the numbers completing the consultation were relatively low, 93% respondents identified as being white which may mean this ethnicity is over-represented amongst respondents in comparison to the communities which the school will potentially serve.

Question 4 – Engagement/Consultation

How have people/groups been involved in or engaged with in developing this proposal?

This proposal is an element of the SEND Sufficiency Strategy 2019 to 2024. Final approval for this strategy was provided by Cabinet in October 2020 following a public consultation during the summer of that year. Lancashire residents were made aware of this through notifications on Lancashire County Council website, Twitter and Facebook websites, the Local Offer website and Facebook page and via the Parent Carer Forum. In addition, a letter was sent directly to each of the following stakeholders advising them of the consultation:

- POWAR
- Lancashire Parent Carer Forum chair
- Governing bodies, proprietors and principals of a range of educational providers including pre-school, school age and post-sixteen settings
- Children, Family and Well-being Service who have responsibility for children's centres
- Youth offending team
- Local Members of Parliament
- Diocesan/Church Authorities
- The Regional Schools Commissioner

The information relating to SEND provision, presented as part of this public consultation, was updated in May 2021. The updated information was shared with various stakeholders, including families and a range of education providers during a series of meetings that took place during the summer term 2021 and which included Local Area Partnership, head teacher update and Schools' Forum meetings.

Separate consultations were undertaken in relation to this specific proposal to establish an SEN unit at Flakefleet Primary School. Informal consultation was carried out between 1 November 2023 and 29 November 2023. This included a public consultation meeting on 28 November 2023 and an on line survey which ran during the informal consultation period.

The outcomes of the informal consultation were presented to Executive Director of Education and Children's Services, and Lead Member for Education. Approval was given in December 2023 to undertake the formal consultation required to make prescribed alteration/significant change to the school, that is to establish an SEN unit.



The statutory notice was published and the formal consultation was carried out between 22 January 2024 and 25 February 2024, including an online survey. A public meeting was held in school on 7 February 2024.

The majority of respondents to the consultation supported the proposal and comments included the need for this provision in the area and the benefits for individual children. A small number of respondents did not support the proposal. Concerns raised by these respondents included the potential impact that this may have on existing pupils at the school.

Question 5 – Analysing Impact

Could this proposal potentially disadvantage particular groups sharing protected characteristics and if so which groups and in what way? This pays particular attention to the general aims of the Public Sector Equality Duty:

- To eliminate unlawful discrimination, harassment or victimisation because of protected characteristics;
- To advance equality of opportunity for those who share protected characteristics;
- To encourage people who share a relevant protected characteristic to participate in public life;
- To contribute to fostering good relations between those who share a relevant protected characteristic and those who do not/community cohesion;

The proposal to establish an SEN unit at Flakefleet Primary School is likely to have an adverse effect on some pupils who currently attend the school, and their families. There may be some disruption to existing pupils' education while building works are carried out. It is also possible the creation of the SEN unit will affect access to the school site for families who transport their children to school.

There will be a small increase of up to sixteen in terms of the number of pupils attending the school, however class size should not be affected and therefore the impact on existing pupils will be limited after any modifications to the building have been completed.

It is anticipated that for many pupils and more widely for children who are able to access the SEN unit at Flakefleet Primary School, the impact will be positive and their equality of opportunity will be advanced.

If this proposal is approved the ability for the children and young people to have links in their local community is likely to increase contributing to advancing equality of opportunity.

Question 6 –Combined/Cumulative Effect

Could the effects of this proposal combine with other factors or decisions taken at local or national level to exacerbate the impact on any groups?



Procedures will continue to be monitored and revised as appropriate to ensure best practice.

Question 7 – Identifying Initial Results of Your Analysis

As a result of the analysis has the original proposal been changed/amended, if so please describe.

The proposal has not been changed or amended.

Question 8 - Mitigation

Will any steps be taken to mitigate/reduce any potential adverse effects of the proposal?

Steps will be taken to minimise the impact of the building work on existing pupils' education.

Question 9 – Balancing the Proposal/Countervailing Factors

This weighs up the reasons for the proposal – e.g. need for budget savings; damaging effects of not taking forward the proposal at this time – against the findings of the analysis.

The proposal is designed to have a positive overall impact on children and young people with special educational needs and disabilities as it reflects the overall objectives of the reforms that were introduced with the Children and Families Act 2014. The increase in demand for specialist places Nationally is also seen in Lancashire. In addition, there are fewer SEN unit places in Lancashire in comparison with other authorities in England if they were the same size.

Families seek placements in private and independent special schools where specialist provision is not available within the maintained sector. This increases the demand on high needs block funding because for the main part special school places within the private and independent sector are more expensive. This proposal will increase the number of places available to children and young people within the north area of the county. It will support a more efficient use of the resources available to children and young people with special educational needs.

In addition, the more specialist teaching that will be available within the SEN unit is likely to have a positive effect on the quality of teaching and learning for all children who attend the school.

There may be some disruption while any building works are carried out however this will only be for a time limited period. The number of pupils attending the school will increase although class size should not be affected.

Question 10 – Final Proposal

In summary, what is the final proposal and which groups may be affected and how?



The proposal remains to establish an SEN unit for up to sixteen pupils with communication and interaction needs at Flakefleet Primary School by adapting the existing accommodation on the school site through some building work.

This proposal will enable the council to fulfil its statutory duties in relation to making the provision needed for a greater number of children and young people with special educational needs in the North area of the county.

It is likely that children and young who attend the school currently will be affected during the time any building work is being undertaken. However, it may have an increased impact on those with special educational needs until the work is completed.

Question 11 – Review and Monitoring Arrangements

What arrangements will be put in place to review and monitor the effects of this proposal?

The local authority is required to review the special educational provision and across the local area for children and young people who have special educational needs or disabilities as part of its statutory duties. This can only be achieved by monitoring the changing needs of the local population of children and young people with special educational needs and disabilities and making sure the outcomes in education, health and care are being improved as a result of the provision being made. This is one of the primary functions of the SEND Partnership Board, which is a multi-agency group with representatives from across the local area including young people, parents and carers as well as commissioners and providers of education, health and care services. The SEND Partnership Board meets every two months. It is led by senior post holders from within the council and NHS, including the Executive Director of Education and Children's Service and the Joint Chief Officer within the NHS and reports directly to the Health and Wellbeing Board.

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Position/Role Inclusion Policy & Practice Development Officer/Equality & Cohesion Manager

Equality Analysis Endorsed by Line Manager and/or Service Head

Decision Signed Off By

Cabinet Member or Director

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