



Section 4

Equality Analysis Toolkit

Broadfield

For Decision Making Items

January 2021

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

The proposal relates to the expansion of Broadfield Specialist School through its relocation from the current site in Oswaldtwistle to that of Hameldon Community College in Burnley. Broadfield Specialist School is a school for pupils with general learning difficulties aged between 11 and 19 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 is likely to affect children and young people with special educational needs and their families who either currently, or hope in the future, to attend Broadfield Specialist School if they live in or closer to Oswaldtwistle than Burnley. The relocation of the school would result in an increase in travelling time for these families.

Conversely those families living closer to Burnley than Oswaldtwistle who have children or young people that either attend or hope in the future to attend Broadfield Specialist School will have reduced travelling times.

Similar impacts will be experienced by employees who work at Broadfield School or may work there in the future.

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. Children and young people are included within the age (younger people) protected characteristic and disability protected characteristics groups.

86% of the people who completed the survey were female and therefore it seems likely the impact on this group whether they are family members of members of staff will be greater.

95% of consultation respondents appeared to identify as White, which given the demographics of Hyndburn and Burnley appeared to be more heavily represented amongst consultation respondents than in the population locally. That may not give an indication of the demographics of pupils or staff who may be affected.

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. An overview of the consultation that has taken place in relation to this strategy is provided below.

13 separate consultations were undertaken between 15th October and 5th November 2019. These were as follows:

- 1 meeting with 6 young people who were representatives of the POWAR group
- 5 meetings with a total of 25 parents and carers at different locations across the county that were organised in collaboration with the Parent Carer Forum
- 7 meetings with a total of 52 headteachers at different locations across the county that were organised in collaboration with the Lancashire headteachers' associations

The information was also presented to Schools Forum at a meeting 17th October 2019 and the SEND Partnership Board on 14th November 2019.

- Further consultation was undertaken through an online survey between 6th July and 18th September 2020. 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. Notification was provided in the SEND Partnership update in July 2020. 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 of maintained schools and maintained nursery Schools in Lancashire via the Schools Portal
- Governing bodies, proprietors or principals of post-16 institutions in Lancashire
- Providers of relevant early years education in Lancashire
- Governing bodies of non-maintained special schools in Lancashire and those attended by Lancashire residents

- Proprietors of Academies in Lancashire via School Portal
- Advisory boards of children's centres in Lancashire via the 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
- Governing bodies, proprietors or principals of other schools and post-16 institutions in England and Wales that the authority thinks are or are likely to be attended by children or young people for whom it is responsible and children or young people in its area who have a disability

Consultation has also been undertaken in relation to this specific proposal to relocate and expand Broadfield Specialist School. Informal consultation was carried out between 10 July and 8 September 2020. This included two separate public meetings on 3 September and an online survey between 10 July and 8 September on the school site.

The outcomes of the informal consultation were presented to Cabinet on 1 October 2020 and approval was given to undertake a formal consultation in relation to this proposal.

The formal consultation included an online survey between 11 December 2020 and 22 January 2021 on the Council's 'Have your say' website. Statutory notices were published in the Accrington Express and the Burnley Express on 11 and 18 December 2020 as well as in the online versions of these local newspapers at the same time. Two public consultation meetings were arranged for 8 and 11 January 2021. Originally arrangements had been made for these consultations at Broadfield Specialist School however these were later changed to online video conferencing meetings because of the COVID lockdown restrictions that were introduced in January 2021.

The majority of respondents to the on-line questionnaire supported the proposal and comments included that it would provide improved, more accessible, user friendly and spacious facilities for both staff and pupils. There were, however, some concerns that pupils would not have the same links with their local community if they came from

Oswaldtwistle and surrounding areas and that some pupils might find the change to a larger site/campus difficult or overwhelming due to their specific disabilities.

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;

Elements of this proposal could disadvantage some children and young people with special educational needs and their families.

The proposal to expand and relocate Broadfield Specialist School is likely to have an adverse effect on some pupils and their families who live closer to the school in its current location than they will if it moves to the Hameldon site in Burnley. The effects could include increased travelling time for pupils and their families if they need to attend meetings at the school and/or collect their child to attend medical appointments. In addition it might limit some pupils' abilities to attend out of school activities. This would have a particular impact on families who are not able to drive and also for whom there are other children in the family with or without disabilities that do not attend the school. The proposed relocation of the school could have an adverse effect on those young people who find it difficult to adjust to change. This might

be particularly relevant for those who have been at the school for a number of years or who have recently moved to the school and those for whom if the move were to take place might only attend the school for their final year.

Concerns were also expressed that the school's links with local businesses and the local community in Ostwaldtwistle would be reduced. This could have an adverse effect on the fostering of good relations between disabled children and young people and the local businesses and community. However, these links may be improved in Burnley following the relocation.

Many consultation respondents who were staff or parents involved with the school and supported the proposal commented that a larger site with better facilities was needed. It was said that physical access for wheelchair users at the Broadfield site could be challenging in terms of numbers of automatic doors, width of corridors and availability of changing and parking facilities. It is expected that these will not be issues at Hameldon. This should advance equality of opportunity for pupils and staff.

Similarly there were comments that Hameldon's size should allow for improved school facilities such as to more easily undertake GCSE science and to allow for dedicated spaces for lunch, PE and assemblies to take place. This should advance equality of opportunity for pupils to enjoy an improved school experience.

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?

Other factors and decisions that might have a combined and/or cumulative effect include the redesign of the short breaks offer that is currently underway as this is a service that is provided for children and young people with disabilities, many of whom will attend some of the specialist provision that is being considered as part of this proposal. The covid-19 pandemic has also affected the short breaks offer as it

has not been possible to provide all of the short break activities and day time and overnight breaks that are usually available during this period. It is also not possible to foresee how provision in schools and in relation to short breaks will develop over time in the light of any changes that will need to be made in response to the pandemic.

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?

The headteacher at Broadfield Specialist School has said that arrangements will be made to transport pupils wishing to attend some out of school activities to a central point in Accrington close to the current site to limit the amount of additional travelling families may incur because of the school's relocation. This is unlikely to be possible for all out of school activities.

There will be a period of phased transition for all pupils who currently attend Broadfield Specialist School should the proposed relocation go ahead. Ideally this will be over the course of a term however it will be dependent upon the availability of both school buildings during the transition period.

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 SEND as it reflects the overall objectives of the SEND reforms that were introduced with the Children and Families Act 2014. Nationally there was 21.6% increase in demand for places in maintained special schools between 2015/16 and 2019/20; in Lancashire there was a 22.9% increase in demand over the same time period. Families seek placements in private and independent special schools where these are 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 special school places available to children and young people within the east area of the county and support a more efficient use of the resources available to children and young people with special educational needs.

In addition the improved facilities and additional space that would be afforded by the relocation to the new site is likely to have a positive effect on the quality of teaching and learning for young people who attend the school.

It will mean though that some children and young people living Oswaldtwistle with special educational needs will no longer be able to attend a specialist school within their local community. In addition this is likely to create some disruption and uncertainty for pupils particularly during the implementation stage; their families may find has an adverse effect on them.

Question 10 – Final Proposal

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

The proposal remains to expand and relocate Broadfield Specialist School from the current site in Oswaldtwistle to that of Hameldon Community College in Burnley.

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

It is likely that children and young people with special educational needs and their families living closer to the current site will be affected as they will have further to travel and are likely to experience some disruption and uncertainty during the implementation phase.

There will also be a similar impact for some teachers and support or other staff who currently work at Broadfield and could have to transfer to Hameldon.

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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Equality Analysis Endorsed by Line Manager and/or Service Head
Decision Signed Off By
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