



Equality Analysis Toolkit

**Raising of the School Age at
Burnley Brunshaw Primary School
For Decision Making Items**

7 July 2022

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

The increasing of the school age at Burnley Brunshaw Primary School from 3 to 11 years to 4 to 11 years with effect from 31 August 2022.

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?

This relates to the Burnley Central East Ward, Burnley area only.

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?

No. The proposal is focused on provision for 3 to 4 year olds.

As evidenced in the annual LCC Childcare Sufficiency Assessment report there is more than sufficient good quality providers in the Burnley area. There has been a drop in the live birth rate and there are a significant number of surplus places in this administrative area.

Question 4 – Engagement/Consultation

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

On 3 March 2022, Cabinet gave approval for the local authority to publish a statutory notice to consult on the proposal to permanently raise the school's age range from 3 to 11 years to 4 to 11 years, with effect from 31 August 2022.

The statutory representation period took place from 10 March 2022 to 23 May 2022, which is longer than the minimum four week period suggested within DfE guidance 'School Organisation: Maintained Schools: Guidance for Proposers and Decision Makers', to account for the Easter holiday period. This consisted of a statutory public notice being issued in the local newspaper and copies of the public notice being displayed at the school and also in local libraries and in the Burnley Borough Council's office.

The public notice and the statutory proposal were sent to a wide range of stakeholders, including County Councillors, parish councils and union representatives. LCC also published the information on the website. In addition to this, the school wrote to all parents and carers to inform them of this process and included all the relevant information on their website.

Nil responses were received to the consultation.

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;
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If this proposal is approved, the nursery provision at the school will be discontinued, through the permanent raising of the age range from 3 to 11 years old to 4 to 11 years old. This will mean that families wishing to participate in nursery education will need to access an alternative provider.

If the decision is taken to permanently raise the age range of the school from 3 to 11 years to 4 to 11 years, the school will work with all families to provide them with

high quality, impartial advice and guidance on the different options available to them via the Family Information Service.

The school has confirmed that no children will be disadvantaged or required to attend another setting, as those who are currently using the nursery will be admitted to reception class in September 2022.

The work force will not be disadvantaged after it was clarified that no redundancies will occur. Staff will be redeployed within school.

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?

None anticipated.

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.

No, the original 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?

Mitigations against the potential adverse effects of the decision to permanently raise the age range at the school are as follows:

- As evidenced in the annual LCC Childcare Sufficiency Assessment report there is more than sufficient good quality providers in the Burnley area. There are a significant number of surplus places in this administrative area.
- Prior to seeking a decision to close the nursery, the governors verbally consulted with parents on how the school could increase the uptake in places.
- The school will signpost families to the Family Information System, where necessary.

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.

Local authorities have a statutory duty to secure sufficient and suitable early years provision to meet the needs of children and families in each district by influencing and shaping provision through local partnerships and by identifying gaps, enabling new provision and developing the market.

As evidenced in the annual LCC Childcare Sufficiency Assessment report there is more than sufficient good quality providers in the Burnley area. There are a significant number of surplus places in this administrative area.

Prior to seeking a decision to close the nursery, the governors verbally consulted with parents on how the school could increase the uptake in places.

Question 10 – Final Proposal

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

The proposal is to permanently raise the school's age range from 3 to 11 years to 4 to 11 years, with effect from 31 August 2022.

The particular group affected by this are families who may have wished to access nursery provision at the school in the future.

Question 11 – Review and Monitoring Arrangements

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

Once a decision has been taken to permanently raise the school's age range from 3 to 11 years to 4 to 11 years, with effect from 31 August 2022, the Authority is legally obliged to implement the proposal.

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Position/Role Lead Officer for Access and Entitlement.

Equality Analysis Endorsed by Line Manager and/or Service Head Delyth Mathieson

Decision Signed Off By

Cabinet Member or Director

For further information please contact

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