

HERTFORDSHIRE COUNTY COUNCIL**EDUCATION, LIBRARIES AND LOCALISM CABINET PANEL
MONDAY, 8 JULY 2019 AT 10:00AM****RELOCATION OF THE PARK EDUCATION SUPPORT CENTRE,
POTTERS BAR TO THE FORMER SOUTHFIELD SCHOOL SITE,
TRAVELLERS LANE, HATFIELD.***Report of the Director of Children's Services*

Report authors: Richard Woodard, Area Manager – Professional Lead for Access and Inclusion, Integrated Services for Learning (Tel: 01442 453224)
Samantha Young, Senior Planning Officer, School Planning (Tel: 01992 555754)

Executive Member: Terry Douris (Education, Libraries & Localism)

Local Members: John Graham (Potters Bar East)
Paul Zukowskyj (Hatfield South)

1. Purpose of the Report

1.1 To inform the Panel of the outcome of the public consultation on the proposal to relocate The Park Education Support Centre (ESC) in Potters Bar to the former Southfield School site In Traveller's Lane, Hatfield from 1 August 2019 and to enable the Panel to consider whether to recommend to Cabinet approval of proposals for the relocation of the ESC and redeployment of the former Southfield School site.

2. Summary

2.1 Officers consider it necessary to relocate the Park ESC from its existing two premises in Potters Bar in response to the recent Ofsted inspection findings (which has resulted in a Directive Academy Order) and concerns of the local mainstream secondary schools.

2.2 The site of the former Southfield Special School in Travellers Lane, Hatfield, has been identified as suitable to support the relocation and is currently held as a corporately managed property in advance of service use for Children's Services.

2.3 Children's Services have indicated that they are seeking the redeployment of the site from the previous Special Educational and Disabilities (SEND) provision to enable the relocation of the Park ESC.

- 2.4 The Director of Children's Services initiated a public consultation on the proposed relocation which was held over a four week period from 20 May 2019 to 16 June 2019. At the close the consultation there had been 28 responses, all of which have been in favour of the proposal. The relocation has the support of the interim management committee at The Park ESC.
- 2.5 A breakdown of the consultation responses is provided in section 6 of this report.
- 2.6 The options before Members are therefore to determine whether to recommend to Cabinet that Cabinet
- (i) approves the relocation of the ESC with the associated capital investment of £0.5m required to bring the former Southfield School site up to a standard fit for use for the ESC as set out in the report;
 - (ii) takes no further action;
 - (iii) initiates fresh consultation on any alternative suggestion(s); or
 - (iv) takes alternative action.

3. Recommendations

- 3.1 The Panel is invited to consider whether to recommend to Cabinet that it:
- a)
 - (i) approves the relocation of The Park Education Support Centre to the former Southfield School site, Travellers Lane, Hatfield, as proposed in the report;
 - (ii) take no further action;
 - (iii) initiate fresh consultation on any alternative suggestion(s); or
 - (iv) take alternative action.
- 3.2 If the Cabinet Panel is minded to recommend to Cabinet that Cabinet approves the relocation of the ESC, the Panel is asked to also recommend that Cabinet agrees
- b) grants a standard DfE Academy Lease at a peppercorn rent to the new provider for the former Southfield School site in Travellers Lane, Hatfield; the proposed area of the former Southfield School site which is to be reallocated to The Park ESC to be as set out in Appendix 1 to the report; and the remaining land on the former Southfield School site to be managed by the County Council.
 - c) approves a capital budget of £0.5million to complete the required works to make the former Southfield School site fit for use as an Education Support Centre.

4. Background

- 4.1 The Park ESC is currently a local authority maintained pupil referral unit but was issued with a Directive Academy Order following an inadequate OFSTED judgement. Ofsted considered that, among other things, the current locations of the ESC provide poor accessibility for referring schools and students, and that this has a negative impact on school performance. The OFSTED report can be found here <https://reports.ofsted.gov.uk/provider/22/130348>
- 4.2 As a result of the inadequate Ofsted judgement of the Park ESC, the Secretary of State for Education has required it to become a sponsored academy. The academy sponsor identified by the Department for Education (Links Academy Trust) will not adopt the school in its present location because of the issues identified above. The relocation of the school is therefore required to enable academisation.
- 4.3 Consultation with Head Teachers from referring schools has indicated that a location in the Welwyn and Hatfield area would be preferred, as the majority of pupils attending the ESC in recent years come from the area as shown in the table below :

Welwyn & Hatfield	104 places	67.5% of places
Potters Bar & Borehamwood	50 places	32.5% of places

- 4.4 Analysis of travel times from the most frequently referring schools also indicates that finding a new location in the Welwyn and Hatfield district would help to improve accessibility and attendance, thereby leading to improved education attainment for pupils, who represent the most vulnerable children in the area.
- 4.5 As a result of the above, a site search was conducted in the Welwyn and Hatfield area to enable the re-provision of the Park ESC onto a single location, capable of accommodating 72 KS3/KS4 students, and which is deliverable in a short timescale in order to complete the relocation and academisation by September 2019.
- 4.6 The site search identified the former Southfield School site in Travellers Lane, Hatfield as the only site in Welwyn-Hatfield which has the potential for redeployment as an ESC.
- 4.7 The former Southfield School site in Travellers Lane was vacated in 2013 and has been unused since then. The condition has deteriorated and works are required to bring it back up to building regulation (as advised by building control). Further works are required to make it fit for use as an ESC at a cost of £0.5million.

5. Public consultation

5.1 The public consultation for the relocation of the ESC was held over a four week period. The consultation began on 20 May 2019 and ended on 16 June 2019.

5.2 Consultation letters, attached at Appendix 2, were sent to all parents, governors and staff at both schools, as well as all schools in the area, and to all other statutory consultees. Copies of the consultation letter were sent or emailed to:

- (i) MPs, County Councillors, District Councillors, Parish and Town Councils and Local Authority Chief Executives;
- (ii) Trade Union representatives;
- (iii) Church Diocese representatives;
- (iv) NHS representatives;
- (v) Parent Governor representatives on the Overview and Scrutiny Committee;
- (vi) Libraries and Citizen's Advice Bureaux.

The consultation letter and response form were also available on the County Council's website. An estimated total of 261 letters and emails were sent out for the consultation.

6. Response to the consultation

6.1 Copies of the responses received are available to Members in the Members' Lounge and will also be available to the Panel and Cabinet at the meetings, both on 8 July 2019.

6.2 A detailed analysis of the responses follows which includes:

- (i) a breakdown of the number of responses received, and who they are from;
- (ii) an analysis of the key issues raised and the response to them;
- (iii) a copy of the governing body responses.

6.3 A final summary of the responses is:

	Respondents
Agree	28
Disagree	0
Total	28

7. Key Issues and response

Governing Body responses

Response from the Governing Body of The Park ESC:

“I am completing this survey as Chair of the Interim Governing Board at The Park ESC. In February 2019 The Park ESC was subject to an Ofsted monitoring inspection.

The subsequent report is a fair reflection of the current position, which acknowledges both the areas that have improved since the last inspection but also highlights where progress has been too slow.

The report correctly identifies the overriding issue for this lack of overall progress as the location of the ESC and the inappropriate accommodation.

Despite its unsuitable location in the middle of town, the High Street site is well-maintained and provides pupils with good facilities. The Field View Road site is not fit for purpose. It is an austere environment in which to learn. Derelict buildings nearby and recently constructed fencing do not enhance pupils’ personal development and welfare or promote their positive behaviour. These buildings present a risk to the safety of a minority of pupils who leave the school site at lunchtimes. The location of the school makes it difficult for some pupils to get to school each day, or arrive on time.

As a board we therefore support the proposal to relocated The Park to a more suitable site in Hatfield, namely Southfields, this site is highly suitable, both terms of its location and the accommodation it can provide.

We are concerned as an Interim Governing Board that this needs to be carried out quickly. There has to be an urgency on securing an agreement for a move to suitable accommodation. I would draw your attention to the priorities identified for further improvement at the end of the report:

Trust leaders, governors and the local authority should act quickly to secure the school’s long-term, permanent leadership and management, and enable new leaders to hasten much-needed improvements.

It is clear from the report that we must all act quickly to ensure that The Park is not disadvantaged by its location and accommodation and thus ensure its future success.

As a board we see that this is a priority to secure Southfields site for The Park and allow a move to be undertaken before a new academic year begins”

Response from The Links Academy Trust:

“It is essential that the Park ESC is relocated to the old Southfield School site because the current sites (x2) are not fit for purpose. Something identified by Ofsted.”

There were no key issues raised in responses to this consultation.

8. Next Steps

- 8.1 As this is a relocation of The Park, a pupil referral unit, it is not required to publish a statutory notice under The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 and related Statutory Guidance.
- 8.2 Should Cabinet agree to the proposal to relocate the ESC, the next steps will be for the required building works to be completed to enable the ESC to reopen at the new location from the beginning of the new academic year.

9. Financial Implications

Revenue funding

- 9.1 ESC’s are funded from the Dedicated Schools Grant (DSG) which will be transferred to the Links Academy with effect from 2 September 2019.

Capital funding

- 9.2 The cost of the accommodation is estimated at £500,000. It is anticipated that funding for this provision will be met from Capital Grant provided by DfE from its Special Provision Capital Fund. This fund will be utilised to support a range of projects to improve special provision, in consultation with partners and other stakeholders. After this funding has been fully applied, any future unfunded projects will be considered for funding on their merits as a part of the County Council’s ordinary capital programme, paying due regard to the priority of investment in enhanced service provision in this area.

10. Equalities implications

- 10.1 When considering proposals placed before Members it is important that they are fully aware of, and have themselves rigorously considered the Equality implications of the decision that they are making
- 10.2 Rigorous consideration will ensure that proper appreciation of any potential impact of that decision on the County Council’s statutory

obligations under the Public Sector Equality Duty. As a minimum this requires decision makers to read and carefully consider the content of any Equalities Impact Assessment (EqIA) produced by officers.

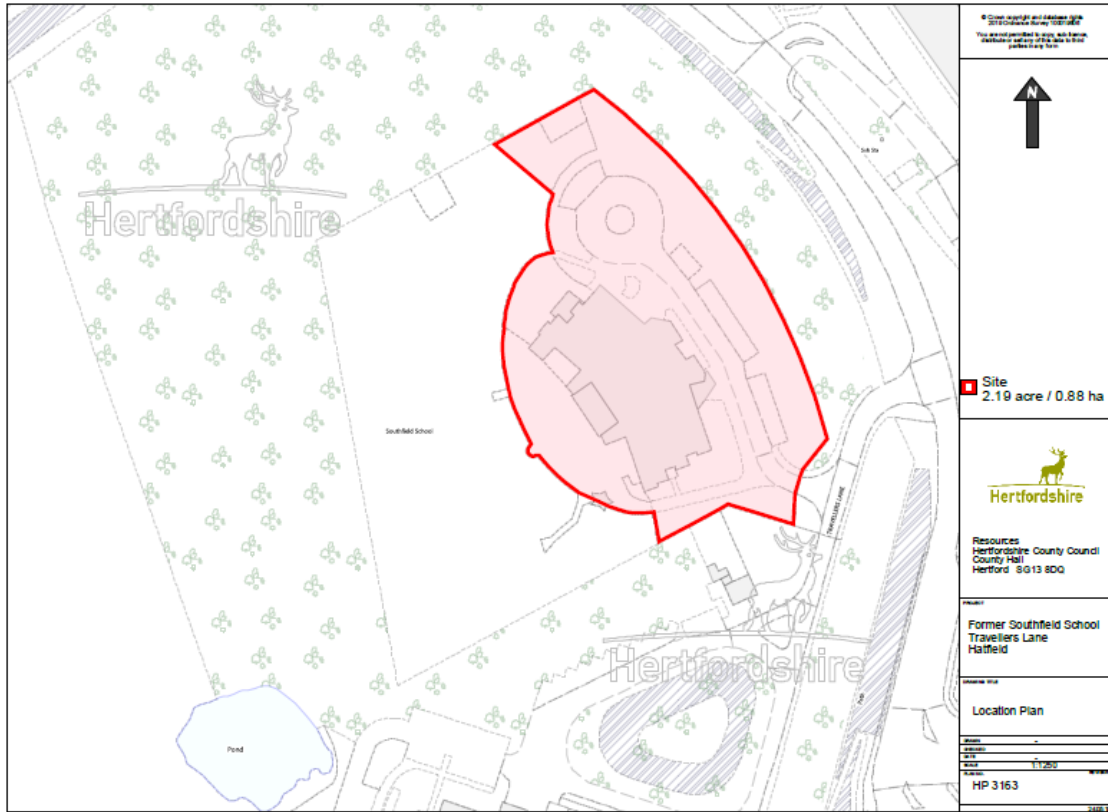
- 10.3 The Equality Act 2010 requires the County Council when exercising its functions to have due regard to the need to (a) eliminate discrimination, harassment, victimisation and other conduct prohibited under the Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The protected characteristics under the Equality Act 2010 are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief, sex and sexual orientation.
- 10.4 An Equalities Impact Assessment (EqIA) has been carried out in relation to this proposal, attached at Appendix 3. Consideration has been given to the likely impact of the proposal, and the current assessment concludes that it is not anticipated that people with protected characteristics will be affected disproportionately. The EqIA will be continued to be reviewed and updated as necessary.
- 10.5 The relocation of the Park ESC to the former Southfield School site, under the management of Links Academy, maintains and improves provision within the local area to the benefit of pupils.

Background Information

None

Appendix 1

Proposed area of Southfield School site to be the site for The Park ESC.



Appendix 2



**County Hall
Hertford, SG13 8DF**

Tel: 0300 123 4043

My ref: School Planning

Date: 20 May 2019

Dear Consultee

Consultation on the relocation of The Park Education Support Centre (ESC).

We are consulting you on the following proposal:

The relocation of The Park ESC from its current sites at Field View Rd, Potters Bar, EN6 2NA and High St, Potters Bar, EN6 5AB, to the former Southfield School site, Travellers Lane, Hatfield, AL10 8TJ, from 1 August 2019.

The Park ESC provides education for secondary age pupils who are at risk of exclusion or who have been excluded from mainstream schools from the Welwyn Garden City, Hatfield and Potters Bar areas in Hertfordshire, as well as an outreach service to secondary schools in those areas. Although the number of pupils attending The Park ESC can fluctuate throughout the academic year, it offers provision for a maximum of 52 pupils across both sites at any one time.

Why has this been proposed?

The Park ESC currently operates out of two sites in Potters Bar. The ESC currently operates from two locations in Potters Bar: High Street Potters Bar, EN6 5AB for KS3 (Years 7 to 9) and the former Sunnybank school site, Field View Rd, Potters Bar, EN6 2NA for KS4 (Years 10 and 11).

The county council believes that the location of the ESC sites make it difficult for some pupils to get to school each day, or arrive on time and consequently attendance rates are significantly below average. Furthermore, the ESC was judged inadequate by Ofsted in January 2018 and the location of its sites was identified as a contributing factor to the ESC's poor performance.

As a result of this Ofsted report, the Regional Schools Commissioner (RSC) has ordered the academisation of the ESC under the Academies Act 2010. The academy sponsor identified (The Links Academy Trust) has indicated

that, in order for them to sponsor The Park ESC, a relocation to a more suitable location needs to be secured.

Following consultation with local referring schools, and an analysis of travel times for existing pupils, the county council has identified that a relocation to the Welwyn & Hatfield District would improve access to the ESC and will improve pupil attendance. It is felt that this would contribute towards the improvement of the ESC required by Ofsted.

An opportunity has arisen to relocate the ESC to the former Southfield School site on Travellers Lane, Hatfield, as Southfield School has now moved permanently to another location in the town.

The benefits of the proposed relocation are that the ESC will be on a single site, leading to increased financial and operational efficiency. In addition, as the proposed location is more accessible for the pupils it serves; it will lead to improved pupil attendance.

When is the relocation planned for?

The proposal is for The Park ESC to occupy the former Southfield School site from **1 August 2019**.

What does this mean for pupils, parents/carers and staff?

The proposed new site and building would offer a positive opportunity for The Park ESC to continue its work with young people, with the existing staff and resources transferring to the proposed new site. The proposed new site is well suited to meet the needs of The Park ESC. The Links Academy's Trust, Chief Executive Officer and staff would be closely involved in the planned move including the required internal modifications and redecoration, with the support of the county council.

The aim would be for the proposed relocation to be in place for pupils for the start of the new academic year, to minimise any disruption to pupils, parents/carers and staff.

Pupils who currently attend The Park ESC come from across the three towns of Welwyn Garden City, Hatfield and Potters Bar and surrounding villages. The proposed new site is under 4.5 miles* away from the existing site and is more accessible by public transport than the current locations, allowing the majority of pupils to more easily travel independently to the centre by bus, bicycle or on foot. Vehicular access for The Park ESC will be via the existing Southfield School entrance.

*distance measured in a straight line

Have your say

The county council believes that the relocation of The Park ESC will have a positive impact for its existing pupils, staff and local community by providing greater floor space and improved specialist accommodation and facilities in a better location.

You have until **16 June 2019** to let us know your views. The easiest way you can do this is by completing the online form on our website at; www.hertfordshire.gov.uk/About-the-council/Consultations/Consultations.aspx You can tell us if you agree or disagree with the proposal and leave your comments.

If you do not have access to the internet you can visit your local library where free access is available to all Hertfordshire residents. Should you wish to request a hard copy of the response form, you can email hertsdirect@hertfordshire.gov.uk or alternatively you can call us on **0300 123 4043**. If you need help to understand this information, please contact the customer service centre on **0300 123 4043**. An interpreting service is available for those who need it.

Your comments must be received by **16 June 2019**. We will not be able to acknowledge or respond individually to your comments, but they will be taken into account as explained below.

How the decision will be taken

This is a consultation and no decision has been made yet. All comments received will be made available to elected members who make the final decision. All responses may be made available in public reports, although personal details will be removed to respect individual privacy.

The following timetable outlines the decision-making process. Please note that meetings marked with * will be open to the public. Although it will not be possible to inform everyone individually of the decisions made, you will be able to access this information throughout the process at:

<https://cmis.hertfordshire.gov.uk/hertfordshire/Calendarofcouncilmeetings.aspx>.

Process	Date
Public consultation	20 May – 16 June 2019
Education Panel*	8 July 2019
Cabinet*	8 July 2019
Implementation	1 August 2019

Yours faithfully

Jenny Coles
Director for Children's Services, Education

Appendix 3

Equality Impact Assessment (EqIA) (Post-Consultation)

Proposal to relocate the Education Support Centre (ESC) currently based at The Park ESC from its current sites at Field View Rd, Potters Bar and High St, Potters Bar to the former Southfield School site, Hatfield

1. Who is completing the EqIA and why is it being done?

Title of service / proposal / project / strategy / procurement you are assessing	<p>Hertfordshire County Council has consulted on the proposal to relocate The Park ESC from its current sites at Field View Rd, Potters Bar, EN6 2NA and High St, Potters Bar, EN6 5AB, to the former Southfield School site, Travellers Lane, Hatfield, AL10 8TJ, from 1 August 2019.</p>
Names of those involved in completing the EqIA	<p>Tom Stacey, Phil Brunt</p>
Head of Service or Business Manager	<p>Pauline Davis</p>
Team/Department	<p>School Planning Team</p>
Lead officer contact details	<p>Richard Woodard, ISL Area Manager - Professional Lead for Access and Inclusion, Integrated Services for Learning Tel: 01442 453224 (Comnet/Internal 83224)</p>
Focus of EqIA – what are you assessing?	<p>The Park ESC provides education for secondary age pupils who are at risk of exclusion or who have been excluded from mainstream schools from the Welwyn Garden City, Hatfield and Potters Bar areas in Hertfordshire, as well as an outreach service to secondary schools in those areas. Although the number of pupils attending The Park ESC can fluctuate throughout the academic year, it offers provision for a maximum of 52 pupils across both sites at any one time. The Park ESC currently operates out of two sites in Potters Bar. The ESC currently operates from two locations in Potters Bar: High Street for KS3 (Years 7 to 9) and the former Sunnybank school site for KS4 (Years 10 and 11). The county council believes that the location of the ESC sites make it difficult for some pupils to get to school each day, or arrive on time and consequently attendance rates are significantly below average. Furthermore, the school was judged inadequate by Ofsted in January 2018 and the location of the ESC sites was identified as a contributing factor to the schools poor performance.</p> <p>As a result of this Ofsted report, the Regional Schools Commissioner (RSC) has ordered the academisation of the ESC. The academy sponsor identified (The Links Academy Trust) has indicated that, in order for them to sponsor The Park ESC, a relocation to a more suitable location needs to be secured. Following consultation with local referring schools, and an analysis of travel times for existing pupils, the county council has identified that a relocation to the Welwyn & Hatfield District would improve access to the ESC and will improve pupil</p>

	<p>attendance. It is felt that this would contribute towards the required school improvement of the ESC. An opportunity has arisen to relocate the ESC to the former Southfield School site on Travellers Lane, Hatfield, as Southfield School has now moved permanently to another location in the town. The school improvement benefits of the proposed relocation are that the ESC will be on a single site, leading to increased financial and operational efficiency. In addition, as the proposed location is more accessible for the pupils it serves, it will lead to improved pupil attendance.</p> <p>The proposed new site and building would offer a positive opportunity for The Park ESC to continue its work with young people, with the existing staff and resources transferring to the proposed new site. The proposed new site is well suited to meet the needs of The Park ESC. The Links Academy's Trust, CEO and staff would be closely involved in the planned move including the required internal modifications and redecoration, with the support of the county council.</p> <p>The aim would be for the proposed relocation to be in place for pupils for the start of the new academic year, to minimise any disruption to pupils, parents/carers and staff.</p> <p>Pupils who currently attend The Park ESC come from across the three towns of Welwyn Garden City, Hatfield and Potters Bar and surrounding villages. The proposed new site is under 4.5 miles* away from the existing site and is more accessible by public transport than the current locations, allowing the majority of pupils to more easily travel independently to the centre by bus, bicycle or on foot. Vehicular access for The Park ESC will be via the existing Southfield School entrance.</p> <p>*distance measured in a straight line</p>
<p>Stakeholders</p>	<p>The 4 week public consultation on this proposal that concluded on the 16 June 2019. The following groups are considered to be Stakeholders and have been consulted:</p> <p>Parents/carers/pupils, staff and governors at the schools concerned; Local Pre-Schools, Nursery, Primary, Secondary and Special schools; MPs, County Councillors, District Councillors, Parish and Town Councils and Local Authority Chief Executives; Trade Union representatives; Church Diocese representatives; NHS representatives; Parent Governor representatives on the Overview and Scrutiny Committee at Hertfordshire County Council; Libraries and Citizen's Advice Bureaux; Senior officers in Hertfordshire County Council's Children's Services department and in Herts Property Services</p> <p>The consultation materials will also available on the Hertfordshire County Council website, www.hertfordshire.gov.uk</p>

2. List of data sources used for this EqIA (include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, EqIAs from other projects or other local authorities, etc.)

Title and brief description	Date	Gaps in data																																																
<p>January 2019 school census data on gender split, English as an additional language (EAL), ethnicity, free school meal (FSM) eligibility, number of children with EHCP (S), Education and Health Care Plans (E) or SEN Support (K). <i>Countywide data includes pupils at special schools.</i></p>		<p>No gaps have been identified at this stage.</p> <table border="1" data-bbox="994 592 1832 1406"> <thead> <tr> <th></th> <th>The Park ESC</th> <th>County</th> </tr> </thead> <tbody> <tr> <td>Students (Years 7 to 14)</td> <td>33</td> <td>84845</td> </tr> <tr> <td>Number Minority Ethnic Students (not White British and excluding Refused and Not Obtained)</td> <td>8</td> <td>24831</td> </tr> <tr> <td>% Minority Ethnic Students (not White British and excluding Refused and Not Obtained)</td> <td>24.24%</td> <td>29.27%</td> </tr> <tr> <td>Number EAL (English as an alternative Language) (First language Not English or believed not to be English excluding Refused and Not Obtained)</td> <td>0</td> <td>10532</td> </tr> <tr> <td>% EAL (English as an alternative Language) (First language Not English or believed not to be English)</td> <td>0.00%</td> <td>12.41%</td> </tr> <tr> <td>Number with EHCP (S or E)</td> <td>1</td> <td>2295</td> </tr> <tr> <td>% with EHCP (S or E)</td> <td>3.03%</td> <td>2.70%</td> </tr> <tr> <td>Number SEN Provision (K)</td> <td>29</td> <td>10089</td> </tr> <tr> <td>% SEN Provision (K)</td> <td>87.88%</td> <td>11.89%</td> </tr> <tr> <td>Number Eligible for FSM (at date of Census)</td> <td>9</td> <td>6508</td> </tr> <tr> <td>% FSM (Free School Meals) (at date of Census)</td> <td>27.27%</td> <td>7.67%</td> </tr> <tr> <td>Number of Male Students</td> <td>25</td> <td>42744</td> </tr> <tr> <td>% of Male Students</td> <td>75.76%</td> <td>50.38%</td> </tr> <tr> <td>Number of Female Students</td> <td>8</td> <td>42101</td> </tr> <tr> <td>% of Female Students</td> <td>24.24%</td> <td>49.62%</td> </tr> </tbody> </table>		The Park ESC	County	Students (Years 7 to 14)	33	84845	Number Minority Ethnic Students (not White British and excluding Refused and Not Obtained)	8	24831	% Minority Ethnic Students (not White British and excluding Refused and Not Obtained)	24.24%	29.27%	Number EAL (English as an alternative Language) (First language Not English or believed not to be English excluding Refused and Not Obtained)	0	10532	% EAL (English as an alternative Language) (First language Not English or believed not to be English)	0.00%	12.41%	Number with EHCP (S or E)	1	2295	% with EHCP (S or E)	3.03%	2.70%	Number SEN Provision (K)	29	10089	% SEN Provision (K)	87.88%	11.89%	Number Eligible for FSM (at date of Census)	9	6508	% FSM (Free School Meals) (at date of Census)	27.27%	7.67%	Number of Male Students	25	42744	% of Male Students	75.76%	50.38%	Number of Female Students	8	42101	% of Female Students	24.24%	49.62%
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3. Analysis and assessment: review of information, impact analysis and mitigating actions

Protected characteristic group	What do you know? What do people tell you?	What does this mean – what are the potential impacts of the proposal(s)?	What can you do?
Age	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their age.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Disability	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their disability. However, the responsible Officer will continue to monitor closely this aspect.	Any issues identified or known, as well as the duties found within Part 6, Section 149 and Schedules 10 and 13 of the Equality Act 2010 concerning disability will be factored into the individual scheme design. Any building scheme will also meet the requirements to avoid Disability Discrimination under Section 15 of the Equality Act 2010.
Gender reassignment	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their gender reassignment.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Pregnancy and maternity	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their pregnancy or maternity.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Race	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their race.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Religion or belief	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their religion or belief.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Sex/Gender	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their sex/gender.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.

Protected characteristic group	What do you know? What do people tell you?	What does this mean – what are the potential impacts of the proposal(s)?	What can you do?
Sexual orientation	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their sexual orientation.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Marriage and civil partnership	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their marriage or civil partnership.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Carers	Please see above	It is not anticipated at this stage that the proposals will affect people disproportionately because of their caring responsibility.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan below will be amended accordingly.
Other relevant groups Consider if there is a potential impact (positive or negative) on areas such as health and wellbeing, crime and disorder, Armed Forces community.		It is not anticipated at this stage that the proposals will affect people in other relevant groups disproportionately.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of people in other relevant groups are identified then the Action Plan below will be amended accordingly.

Opportunity to advance equality of opportunity and/or foster good relations

The services currently provided by the existing ESC are still required in order to meet the needs and improve the outcomes for local pupils with significant emotional and behavioural needs. The County Council is of the view that the relocation of the ESC would have a positive impact for the pupils it serves and for staff, by enabling the re-provision of the services and by providing enhanced education opportunities and improved facilities in the proposed new PSB.

Conclusion of your analysis and assessment -

OUTCOME AND NEXT STEPS	SUMMARY
<p>i. No equality impacts identified</p> <ul style="list-style-type: none">- No major change required to proposal	
<p>ii. Minimal equality impacts identified</p> <ul style="list-style-type: none">- Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate)- Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality- No major change required to proposal	
<p>iii. Potential equality impacts identified</p> <ul style="list-style-type: none">- Take 'mitigating action' to change the original policy/proposal, remove barriers or better advance equality- Set out clear actions in the action plan in section 4.	<p>Having carefully considered the responses to the consultation the EqIA has been reassessed to determine the impact on any of the protected characteristics considered as part of this EqIA. Having concluded this exercise it is considered to have had no effect on the Protected characteristics subject of this report.</p>
<p>iv. Major equality impacts identified</p> <ul style="list-style-type: none">- The adverse effects are not justified, cannot be mitigated or show unlawful discrimination- You must stop and remove the policy [you should consult with Legal Services]- Ensure decision makers understand the equality impact	

4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Lead officer and timeframe
NB: These actions must now be transferred to service or business plans and monitored/reviewed to ensure they achieve the outcomes identified.				
Stakeholders	Explore ways of supporting parents, carers, governors and staff through the change process			Richard Woodard June 2019
Disabled Pupils	Ensure that any known issues around disability are factored into the individual scheme design and that the building scheme is compliant with the Equalities Act. Obtain information around individual needs of children with disabilities.			Richard Woodard June 2019

This EqlA has been signed off by:

Lead Equality Impact Assessment officer:

Richard Woodard

Date: 08 July 2019

Head of Service or Business Manager:

Jennie Newman

Date: 08 July 2019

Review date: **September 2019**

Please now send the completed EqlA to equalities@hertfordshire.gov.uk