

**HERTFORDSHIRE COUNTY COUNCIL****EDUCATION, LIBRARIES AND LOCALISM CABINET PANEL  
MONDAY, 8 JULY 2019 AT 10:00AM****RELOCATION OF THE PRIMARY SUPPORT BASE AT THE LEYS  
PRIMARY SCHOOL, STEVENAGE TO THE LODGE, CHELLS WAY,  
STEVENAGE.***Report of the Director of Children's Services*

**Report Author:** 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:** Robin Parker (Chells, Stevenage)  
Phil Bibby (St. Nicholas, Stevenage)

**1. Purpose of the Report**

- 1.1 To inform the Panel of the outcome of public consultation on the proposal to relocate the Primary Support Base (“ the PSB”) at The Leys Primary School in Stevenage to The Lodge, Chells Way, Stevenage, SG2 0LQ from 2 January 2020.
- 1.2 To enable the Panel to make recommendations to Cabinet on 8 July 2019 so that Cabinet can decide whether to agree to the relocation.

**2. Summary**

- 2.1 The PSB is currently situated and managed by The Leys Primary School in Stevenage. The School is no longer willing to host this essential provision, which supports the complex needs of some of the most vulnerable children in the area. Consequently it has been necessary to identify an alternative host for the PSB.
- 2.2 Vacant accommodation at The Lodge, Chells Way, Stevenage has been identified and Peartree Spring School has agreed to manage the PSB from that location, as lead school for the Stevenage Delivering Special Provision Locally (DSPL) partnership.
- 2.3 No other options have been identified.

- 2.4 A public consultation regarding the relocation of the PSB was held over a four week period beginning on 20 May 2019 and ending on 16 June 2019.
- 2.5 There have been 6 responses to the consultation, of which 5 respondents have been in favour of the proposal and 1 has disagreed.
- 2.6 A breakdown of the consultation responses is provided in section 5.
- 2.7 The options before Members are therefore to determine whether to recommend to Cabinet that Cabinet:
- (i) approves the relocation of the Primary Support Base at The Leys Primary School, Stevenage to The Lodge, Chells Way, Stevenage with the associated capital cost 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 the Primary Support Base at The Leys Primary School, Stevenage to The Lodge, Chells Way, Stevenage as proposed in the report
  - (ii) takes no further action;
  - (iii) initiates fresh consultation on any alternative suggestion(s); or
  - (iv) takes alternative action.
- 3.2 If the Cabinet Panel is minded to recommend to Cabinet that Cabinet approves the relocation of the PSB, the Panel is asked to also recommend that Cabinet:
- (b). approves the revenue and capital funding costs of the relocation in (a) above, as set out in paragraph 8 of the report.

### **4. Background**

- 4.1 The PSB in Stevenage is part of the overall SEND Strategy. PSBs ensure that the children experiencing difficulties accessing mainstream primary education, and those at risk of exclusion and those that have been permanently excluded, are supported. The SEND strategy can be viewed here; <https://www.hertfordshire.gov.uk/microsites/Local-Offer/SEND-strategy.aspx>
- 4.2 The PSB in Stevenage is currently situated at and managed by The Leys Primary School. The School is no longer willing to host this essential provision, which supports the complex needs of some of the

most vulnerable children in the area. Consequently, working closely with Head Teachers from the Delivering Special Provision Locally Partnership (“the DSPL Partnership”) in Stevenage), an alternative host for the PSB has been found.

- 4.3 An opportunity has arisen to relocate the base to The Lodge Annexe, a vacant County Council property, in Stevenage. It is proposed that once relocated, the PSB will be managed by Peartree Spring Primary School, as lead school for the DSPL partnership. The Head and Governing Body of Peartree Spring Primary School support this proposal.
- 4.4 The Lodge Annexe is a corporately managed site listed as ‘with decision not taken’. Previously allocated to Children Services and last occupied by a SEN specialist early years centre which ceased occupation in 2015. Since then alternative proposals have been considered although not taken forward due to lack of funding.
- 4.5 The Primary Support Base (PSB) proposal is accompanied by sufficient budget to make the building and grounds fit for purpose. Occupation will be provided through a Memorandum of Understanding to allow occupation whilst delivering this service. If the service ceases, the site will revert back to a corporately managed site.
- 4.6 The Director of Children’s Services initiated consultation on the proposal which was held over a four week period. The consultation began on 20 May 2019 and ended on 16 June 2019.
- 4.7 Consultation letters, attached at Appendix 1, 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 169 letters and emails were sent out for the consultation.

## 5. Response to the consultation

5.1 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.

5.2 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.

5.3 The summary of the responses are:

	<b>Respondents</b>
Agree	5
Disagree	1
<b>Total</b>	<b>6</b>

## 6. Key Issues and responses

6.1 The following key themes were raised by one respondent and a response to them is provided below.

A number of concerns relating to the fact that the PSB is on a primary school site and being managed remotely

Response;

The staff will be led by a PSB leader (qualified teacher with senior leadership responsibilities) and 3 support staff, all trained with relevant qualifications and experience. Physical support for staff will be provided by the hub schools that have already been established in Stevenage – Peartree Spring, Fairlands & Camps Hill – particularly for emergency/critical incident responses. Additionally, the Head Teacher at Lodge Farm Primary School has agreed to provide more immediate emergency support, owing to its proximity from the PSB.

The PSB will have access to appropriate and purposeful, outside learning space and extra-curricular activities will be part of the core offer of the base, as well as opportunities for off-site trips, swimming etc. as the base evolves. The children in the PSB will remain on roll of their existing mainstream school and will attend the PSB and their mainstream school with staff from the PSB to support reintegration. This is known as dual registration and is commonplace across Hertfordshire. This will allow for re-integration to mainstream schooling and flexibility to ensure each child can have access to a full curriculum, including specialist subjects and PE. All permanently excluded children

will be on roll with Peartree Spring Primary School. Staff at the PSB will be trained to support families and dual registration will allow families to access services and support from the mainstream school also.

## 6.2 Governing Body responses

*Response from the Governing Body of Peartree Spring Primary School:*

“As a Governing body of Peartree Spring, we have discussed this within our Full Governing Body meeting and have agreed to support the relocation of the base to Peartree Spring, managed by the DSPL board”

## 7. **Next Steps**

- 7.1 As the proposal is that PSB is within two miles of the existing provision at The Leys Primary School, the County Council is not required to publish a statutory notice under The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2013 and related Statutory Guidance in the event that Cabinet agrees to the proposed relocation. Should Cabinet agree to the proposed relocation, the next steps will be for the required building works to be completed to enable the PSB to open at the new location from January 2020.

## 8. **Financial Implications**

Revenue funding

- 8.1 PSB's are funded from the Dedicated Schools Grant (DSG) which will be transferred to Peartree Spring Primary School with effect from 2 January 2020. The School will also receive an additional £50,000 as a one-off grant for start-up costs from the DSG High Needs fund.

Capital funding

- 8.2 The estimated cost of the work required is £250,000. The DfE has agreed that the County Council can use Dedicated Schools Grant (DSG) towards the capital cost for certain projects, including £250,000 towards this project.

## **9. Equalities implications**

- 9.1 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
- 9.2 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 (EIA) produced by officers.
- 9.3 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.
- 9.4 An Equalities Impact Assessment ("EqIA") has been carried out in relation to this proposal, attached at Appendix 2. 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. Furthermore, Officers are of the view that the proposed relocation of the Primary Support Base to The Lodge, Chells, Stevenage to be managed by Peartree Spring Primary School maintains provision within the local area to the benefit of pupils.
- 9.5 The EqIA will be continued to be reviewed and updated as necessary.

### Background information

None



**County Hall  
Hertford, SG13 8DF**

**Tel: 0300 123 4043**

**My ref: School Planning**

**Date: 20 May 2019**

Dear Consultee

**Consultation on the proposal to relocate the Stevenage Primary Support Base (PSB) at The Leys Primary school to The Lodge Farm Annexe, Mobbsbury Way, to be managed by Peartree Spring Primary School (as lead school for the Stevenage Delivering Special Provision Locally (DSPL) partnership).**

We are consulting you on the following proposal:

The relocation of the Primary Support Base (PSB) currently at:

- The Leys Primary School, Ripon Road, Stevenage, Hertfordshire, SG1 4QZ to:
- The Lodge Farm Annexe, Mobbsbury Way, Stevenage, Hertfordshire, SG2 0DN, managed by Peartree Spring Primary School, Hydean Way, Stevenage, Hertfordshire, SG2 9GG (as lead school for the Stevenage DSPL partnership)

### **When would this happen?**

It is proposed that the PSB would be relocated from January 2020, following the Christmas break, to minimise any disruption to pupils, parents/carers and staff.

## **What is a Primary Support Base?**

PSB's are part of the county council's strategy to improve the behaviour and achievement of primary pupils with emotional and behavioural needs in mainstream schools.

The PSB provides education for early years, KS1 and KS2 (years Reception - 6) students who are at risk of exclusion or who have been excluded from mainstream schools from Stevenage town in Hertfordshire, as well as an outreach service to primary schools in those areas. Although the number of pupils attending the PSB can fluctuate throughout the academic year, it offers provision for a maximum of 12 pupils on site at any one time.

## **Would the provision change?**

The provision would remain as at present with the same range of advice and support, outreach services and a small number of pupil places in the PSB.

## **Why is this relocation being proposed?**

This PSB is currently hosted and managed by The Leys Primary School in Stevenage. The Governing Body of the school has advised that it is no longer able to host the PSB. Consequently, Children's Services have been working closely with local Heads, from the DSPL Partnership, to identify an alternative host for this essential provision.

An opportunity has arisen to relocate the base to The Lodge Annexe. It is proposed that, once relocated, the PSB will be managed by Peartree Spring Primary School, as lead school for the DSPL partnership. The Head and Governing Body of Peartree Spring Primary School support this proposal.

The building is a County Council-owned property which has previously been used as a health centre and more recently by an early years provider for children with autism. Now vacant, the building is the correct size for a PSB and is in the right place to meet the needs of pupils across Stevenage.

The county council is of the view that the relocation of the PSB, and its management by Peartree Primary School, as lead school for the DSPL partnership, will ensure that this essential provision can continue to support local children with significant emotional and behavioural needs, whilst providing enhanced education opportunities in improved facilities.

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

The proposed new location would offer a positive opportunity for the PSB to continue its work with young people in an enhanced learning environment in the centre of Stevenage. The premises would be refurbished prior to the proposed relocation.

The resources will transfer to the new site. The DSPL Board will be closely involved in the planned move. We will seek to transfer and move all contracted staff to the proposed new base as they will remain HCC employees.

Pupils who currently attend the PSB come from across Stevenage. The proposed new site is 1.3<sup>1</sup> miles away from the existing site and is readily accessible by public transport allowing families to access the centre by bus, bicycle or on foot. Bus stops are located close to the new location. Vehicular access for the PSB will be via The Glebe.

## **Have your say**

The county council believes that the proposed relocation of the Stevenage PSB, will ensure that the provision can continue to improve the outcomes for local pupils with significant emotional and behavioural needs in enhanced specialist accommodation.

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](http://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](mailto: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 **26 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

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<sup>1</sup> Straight line distance between locations

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>.

<b>Process</b>	<b>Date</b>
Public consultation	20 May – 16 June 2019
Education Panel*	8 July 2019
Cabinet*	8 July 2019
Implementation	January 2020

Yours faithfully

Jenny Coles  
Director for Children's Services

### Equality Impact Assessment (EqIA) (Post-Consultation)

#### Proposal to relocate the Primary Support Base (PSB) currently based at The Leys Primary School to The Lodge Farm Annexe.

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

<b>Title of service / proposal / project / strategy / procurement you are assessing</b>	Hertfordshire County Council has consulted on the proposal to relocate the Stevenage Primary Support Base (PSB) at The Leys Primary school to The Lodge Farm Annexe, Mobbsbury Way, Stevenage, Hertfordshire, SG2 0DN, to be managed by Peartree Spring Primary School (as lead school for the Stevenage Delivering Special Provision Locally (DSPL) partnership).
<b>Names of those involved in completing the EqIA</b>	Tom Stacey, Phil Brunt
<b>Head of Service or Business Manager</b>	Pauline Davis
<b>Team/Department</b>	School Planning Team
<b>Lead officer contact details</b>	Richard Woodard, ISL Area Manager - Professional Lead for Access and Inclusion, Integrated Services for Learning Tel: 01442 453224 (Comnet/Internal 83224)
<b>Focus of EqIA – what are you assessing?</b>	<p>PSBs are part of the Council's strategy to improve the behaviour and achievement of primary pupils with emotional and behavioural needs in mainstream schools. The PSB provides education for early years, KS1 and KS2 (years Reception - 6) students who are at risk of exclusion or who have been excluded from mainstream schools from Stevenage town in Hertfordshire, as well as an outreach service to primary schools in those areas. Although the number of pupils attending the PSB can fluctuate throughout the academic year, it offers provision for a maximum of 12 pupils on site at any one time.</p> <p>The provision would remain as at present with the same range of advice and support, outreach services and a small number of pupil places in the PSB.</p> <p>This PSB is currently hosted and managed by The Leys Primary School in Stevenage. The Governing Body of the school has advised that it is no longer</p>

	<p>able to host the PSB. Consequently, Children’s Services have been working closely with local Heads, from the DSPL Partnership, to identify an alternative host for this essential provision.</p> <p>An opportunity has arisen to relocate the base to The Lodge Annexe. It is proposed that, once relocated, the PSB will be managed by Peartree Spring Primary School, as lead school for the DSPL partnership. The Head and Governing Body of Peartree Spring Primary School support this proposal.</p> <p>The building is a County Council owned property which has previously been used as a health centre and more recently by an early years provider for children with autism. Now vacant, the building is the correct size for a PSB and is in the right place to meet the needs of pupils across Stevenage.</p> <p>The county council is of the view that the relocation of the PSB, and its management by Peartree Primary School, as lead school for the DSPL partnership, will ensure that this essential provision can continue to support local children with significant emotional and behavioural needs, whilst providing enhanced education opportunities in improved facilities. Furthermore the proposed new location would offer a positive opportunity for the PSB to continue its work with young people in an enhanced learning environment in the centre of Stevenage. The premises would be refurbished prior to the proposed relocation. The existing staff and resources will transfer to the new site. The DSPL Board will be closely involved in the planned move.</p> <p>Pupils who currently attend the PSB come from across Stevenage town. The proposed new site is 1.3 miles away from the existing site and is readily accessible by public transport allowing families to access the centre by bus, bicycle or on foot. Bus stops are located close to the new location. Vehicular access for the PSB will be via The Glebe.</p>
<p><b>Stakeholders</b></p>	<p>The 4 week public consultation on this proposal 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;</p>

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

The consultation materials will also be available on the Hertfordshire County Council website, [www.hertfordshire.gov.uk](http://www.hertfordshire.gov.uk)

**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="1010 512 1856 1505"> <thead> <tr> <th data-bbox="1010 512 1498 660"></th> <th data-bbox="1498 512 1621 660">The Leys Primary School</th> <th data-bbox="1621 512 1733 660">Peartree Spring Primary School</th> <th data-bbox="1733 512 1856 660">County Averages</th> </tr> </thead> <tbody> <tr> <td data-bbox="1010 660 1498 699">Students (Years R to 6)</td> <td data-bbox="1498 660 1621 699">436</td> <td data-bbox="1621 660 1733 699">608</td> <td data-bbox="1733 660 1856 699">101141</td> </tr> <tr> <td data-bbox="1010 699 1498 802">Number Minority Ethnic Students (not White British and excluding Refused and Not Obtained)</td> 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		<p><u>Summary of data in the table above:</u></p> <p><u>The Leys Primary School:</u>  The percentage of Minority Ethnic Students and students with EAL is less than the countywide average for primary schools. The percentage of students with an EHCP (S or E) is also less than the countywide average. The percentage of students with SEN Provision (K) is higher than the countywide average. The percentage of male students is greater than the countywide average and the percentage of female students is correspondingly less than the countywide average.</p> <p><u>Peartree Spring Primary School:</u>  The percentage of Minority Ethnic Students is less than the countywide average for primary schools. The percentage of students with EAL is significantly less than the countywide average. The percentage of students with a Statement or EHCP (S or E) is less than the countywide average whereas the percentage of students with SEN Provision (K) is higher than the county wide average. The percentage of male students is greater than the countywide average and the percentage of female students is correspondingly less than the countywide average.</p>
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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?
<b>Age</b>	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.

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?
<b>Disability</b>	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.
<b>Gender reassignment</b>	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.
<b>Pregnancy and maternity</b>	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.
<b>Race</b>	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.
<b>Religion or belief</b>	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.
<b>Sex/Gender</b>	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?
<b>Sexual orientation</b>	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.
<b>Marriage and civil partnership</b>	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.
<b>Carers</b>	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.
<b>Other relevant groups</b> 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 PSB 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 PSB 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><b>i. No equality impacts identified</b></p> <ul style="list-style-type: none"><li>- No major change required to proposal</li></ul>	
<p><b>ii. Minimal equality impacts identified</b></p> <ul style="list-style-type: none"><li>- Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate)</li><li>- Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality</li><li>- No major change required to proposal</li></ul>	
<p><b>iii. Potential equality impacts identified</b></p> <ul style="list-style-type: none"><li>- Take 'mitigating action' to change the original policy/proposal, remove barriers or better advance equality</li><li>- Set out clear actions in the action plan in section 4.</li></ul>	<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><b>iv. Major equality impacts identified</b></p> <ul style="list-style-type: none"><li>- The adverse effects are not justified, cannot be mitigated or show unlawful discrimination</li><li>- You must stop and remove the policy <b>[you should consult with Legal Services]</b></li><li>- Ensure decision makers understand the equality impact</li></ul>	

#### 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.				
<b>Stakeholders</b>	Explore ways of supporting parents, carers, governors and staff through the change process			<b>Richard Woodard June 2019</b>
<b>Disabled Pupils</b>	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.			<b>Richard Woodard June 2019</b>

**This EqIA has been signed off by:**

**Lead Equality Impact Assessment officer:**

**Richard Woodard**

**Date: 8 July 2019**

**Head of Service or Business Manager:**

**Jennie Newman**

**Date: 03 July 2019**

**Review date: September 2019**

Please now send the completed EqIA to [equalities@hertfordshire.gov.uk](mailto:equalities@hertfordshire.gov.uk)