

# Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

**Version 3: January 2013**

Title of proposal	Ormiston Sandwell Community Academy – Proposed Expansion
Directorate and Service Area	Children and Education Directorate
Name and title of Lead Officer completing this EIA	Martyn Roberts School Place Planning and Capital Manager
Contact Details	<a href="mailto:martyn_roberts@sandwell.gov.uk">martyn_roberts@sandwell.gov.uk</a> 0121 569 8341
Names and titles of other officers involved in completing this EIA	Sue Moore Group Head Education Support Services
Partners involved with the EIA where jointly completed	
Date EIA completed	
Date EIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EIA	
Date EIA considered by Cabinet Member	

**See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions**

**1. The purpose of the proposal or decision required  
(Please provide as much information as possible)**

Secondary places are required in Oldbury and Ormiston Academy Trust has agreed to increase its Published Admission Number from 210 to 240 to offer an additional 150 places.

Following a feasibility report commissioned by the Trust and discussions with the council it was identified that no new accommodation was required. Internal refurbishment will provide suitable accommodation to support the additional 150 places.

The Trust and Academy will procure the works on behalf of the council. This will provide best value for money and minimise the council's risk. A funding agreement will be agreed by the council, the trust and the academy. The Trust will provide evidence, or a statement of account for payments to its contractor to support each invoice submitted to the Authority for payment.

**2. Evidence used/considered**

The Local Authority has a statutory duty to ensure a sufficient supply of school places. Whilst the unprecedented growth in the birth rate experienced over recent years has started to ease, the Borough continues to receive a high demand for school places, primarily due to increased migration and retention rates.

**3. Consultation**

The Academy conducted a consultation on expanding the PAN between 8 October 2021 to 26 November 2021. All parents/carers, residences in Lower City Road, schools across Sandwell and local Trade Unions were provided a copy of the consultation letter.

**4. Assess likely impact**

Please give an outline of the overall impact if possible.

An assessment of the proposals contained in the report has identified that there is likely to be no adverse impact on people or groups with protected characteristics.

**Please complete the table below at 4a to identify the likely impact on specific protected characteristics**

#### 4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact ✓	Negative Impact ✓	No Impact ✓	Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)
Age			✓	
Disability			✓	
Gender reassignment			✓	
Marriage and civil partnership			✓	
Pregnancy and maternity			✓	
Race			✓	

Religion or belief			✓	
Sex			✓	
Sexual orientation			✓	
Other				

Does this EIA require a full impact assessment? Yes  No

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

[ILO: UNCLASSIFIED]

**5. What actions can be taken to mitigate any adverse impacts?**

**6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?**

**7. Monitoring arrangements**

**8. Action planning**

You may wish to use the action plan template below

Action Plan Template

Question no. (ref)	Action required	Lead officer/ person responsible	Target date	Progress