

## Change Equality Impact Assessment's (EqIAs)

1. Proposal details	
Name of the policy/project/process being assessed (subsequently referred to as project)	North Shields Sixth Form development
Purpose of project	<p>North Tyneside continues to have an education system to be proud of and we remain ambitious to improve the offer as stated in the Ambition for Education.</p> <p>The Authority understands that education is the catalyst for social mobility and the mitigation of deprivation; championing the learner continues to sit at the heart of the Authority's decision making. We remain committed to addressing barriers to education and enabling our young people to maximise their potential.</p> <p>The purpose of the proposal is to consider the options to ensure that young people from our North Shields wards have access to high quality post 16 education in the form of a school based Sixth Form. With the closure of Queen Alexander Sixth Form provision as part of the TyneCoast College offer many of our young people have to travel to Newcastle College to be able to study A Level and Vocational courses. The cost of travel and subsistence to study in Newcastle is prohibitive to many of our young people.</p> <p>The North Tyneside Council report to February Cabinet, '<i>Sixth Form Provision in North Shields</i>' outlines the work which has been undertaken, proving the need for improved access to post-16 provision in the North Shields area to support our young people to access local, high quality provision close to their communities.</p>

<b>Who is the project intended to benefit?</b>	Young people in the North Shields community.	
<b>What outcomes should be achieved?</b>	Cabinet to note the work completed looking at options for post-16 provision in North Shields. Cabinet to approve that further work is undertaken to progress the preferred option for the development of Post 16 offer. Young people in North Shields can choose a local post 16 school based provider.	
<b>Version of EqIA</b>	1	
<b>Date this version created</b>	29/01/2024	
<b>Confidential</b>	No	
<b>Directorate</b>	Children's Services	
<b>Service</b>	Education North Tyneside	
	<b>Name</b>	<b>Service or organisation</b>
<b>Principal author</b>	Lisa Cook	Education North Tyneside, North Tyneside Council
<b>Additional authors</b>	Juliet Morris	Strategy and Transformation Health, Education, Care and Safeguarding North Tyneside Council

## 2. Groups Impacted

<b>Does the project impact upon?</b>		<b>If yes, what is the estimated number impacted? And the Level of impact this will have on the group (high, medium, low)</b>
<b>Service Users</b>	yes	Around 300 young people from the North Shields area currently travel out of borough for post 16 education (high impact)
<b>Carers or Family of Service Users</b>	yes	Families face the cost of weekly travel and subsistence (potential for high impact).
<b>Residents</b>	yes	
<b>Visitors</b>	no	
<b>Staff</b>	no	For a school to expand to create a new Post 16 provision the impact on other local providers has to be considered and approved by the DfE. There

		cannot be a negative impact on current, local post 16 providers (low impact).
Partner Organisations	yes	Pele Academy Trust (medium impact)

3. Evidence Gathering and Engagement		
	Internal evidence	External Evidence
What evidence has been used for this assessment?	Evidence has been gathered from briefing papers, Finance, and Policy, Performance and Research Targeted data on the impact of out of borough provision on successful completion of post 16 studies has been gathered.	External partners have been consulted, DfE, Pele Trust <a href="#">Significant Change process</a> from the DfE has been used as a guide.
Have you carried out any engagement in relation to this proposal?	yes	
If yes of what kind and with whom? If no, why not?	At this point no public consultation has been undertaken. Guidance has been taken from the DfE on the development of new Post 16 provision. An initial conversation has taken place with the PELE Academy Trust to ensure that they are willing to explore this opportunity further.	
Is there any information you don't have?	Yes	
If yes, why is this information not available?	We need to gather targeted data on the impact of out of borough provision on successful completion of post 16 studies – this will be collected by March 2024	

4. Impact on Different Characteristics			
Legally Protected Characteristics	Potential Positive	Potential Negative	Description of the potential impact and evidence used

	Impact Identified	Impact Identified	
<b>Age</b>	yes	no	The young people who would benefit in the borough are aged 16+. A new post 16 provision in North Shields would remove financial and travel barriers to learning.
<b>Disability</b>	yes	no	There could be an improved education offer for young people with a disability or who have an EHCP in any development of post 16 provision. A new build for the provision could improve accessibility to post 16 education.
<b>Gender reassignment</b>	yes	no	The changes proposed would not disproportionately impact young people who are going through gender reassignment.
<b>Marriage &amp; civil partnership</b>	no	no	
<b>Pregnancy &amp; Maternity</b>	no	no	
<b>Race</b>	yes	no	The changes proposed will not disproportionately young people in respect of their ethnicity.
<b>Religion or belief</b>	yes	no	The changes proposed would offer a wider choice for post 16 in North Tyneside.
<b>Sex</b>	yes	no	The changes proposed will not disproportionately young people in respect of their sex.

Sexual Orientation	yes	no	There could be an improved education offer for young people building a confident and diverse community.
Intersectionality	no	no	
Non-legally protected characteristic			
Carers	yes	no	The opportunity to access post 16 education in North Shields will be of benefit to young carers as it will remove significant barriers such as cost of travel, remaining in a community they are confident in and who knows their needs; leading to increased engagement and attendance.
Socio- economic disadvantage	yes	no	The cost of travel and subsistence for a young person from North Shields to access A Level courses in Newcastle is prohibitive for many of our families. For some of our young people who are in the socio-economic disadvantaged group travel out of North Shields is not an option at 16.

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5. Achievement of the Authority's public sector equality duty		
Will the proposal contribute to any of the following?		If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	N/A	
Advance equality of opportunity between people who share a	yes	A local post 16 provision would improve the offer for our young people who have protected characteristics such as age,

protected characteristic and those who do not		disability, socio- economic disadvantage or are young carers. Young people can see travel out of local area as a block to the continuation of study post 16. This new provision would give a broader range of local options. Better qualifications and wider social opportunities would specifically benefit this group of young people.
Foster good relations between people who share a protected characteristic and those who do not	yes	The aim to create a diverse post 16 provision, the curriculum offer would include academic and vocational courses to suit a range of abilities. The new provision would provide a safe environment where young people with these protected characteristics would be part of the school community.

6. Negative Impacts		
Potential negative impact	Can it be reduced or removed?	If yes how? If no, why not and what alternative options were considered and not pursued?

7. Action Plan				
Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them	Responsible Officer Name	Responsible Officer Service Area	Target Completion Date	Action completed
Gather targeted data on the impact of out of borough	Lisa Cook	Education North Tyneside	16/02/2024	no

provision on successful completion of post 16 studies.					
<b>Actions already in place to remove or reduce potential negative impacts</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>	<b>Impact</b>		
N/A					
<b>Actions that will be taken to remove or reduce potential negative impacts</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>	<b>Impact</b>	<b>Target Completion Date</b>	<b>Action completed</b>
N/A					
<b>Actions that will be taken to make the most of any potential positive impact</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>	<b>Target Completion Date</b>	<b>Action completed</b>	
A comms plan will be developed with the school. As the project progresses the school would complete a consultation with support from LA Officers to identify positive impact in line with DfE guidance.	Lisa Cook	Education and Inclusion	20/12/2024	in progress	
<b>Actions that will be taken to monitor the equality impact of this proposal once it is implemented</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>	<b>Target Completion Date</b>	<b>Action completed</b>	
Too early in the process to identify					

Date review of EqIA to be completed	Responsible Officer Name	Responsible Officer Service Area
01/04/2024	Lisa Cook	Education North Tyneside

8. Outcome of EqIA	
Outcome	Please explain and evidence why you have reached this conclusion:
The proposal is robust no major change is required.	<p>There is no negative impact on the organisation's ability to meet the aims of the 2010 Equality Act, the evidence provided in this assessment shows that</p> <ul style="list-style-type: none"> <li>• There is no potential for unlawful discrimination</li> <li>• all opportunities to advance equality of opportunity have been taken</li> <li>• all opportunities to foster good relations have been taken</li> <li>• There are plans in place to monitor and review the equality impacts of the proposal during implementation.</li> </ul>

9. Corporate Equality Group Member approval	
Do you agree or disagree with this assessment?	Agree
If disagree, please explain why?	
Name of Corporate Equality Group Member	Anne Foreman
Date	31/01/2023

### Section 10 Guidance

10. Director approval	
Do you agree or disagree with this assessment?	Agree

If disagree, please explain why?	
Name of Director	Julie Firth
Date	31/01/2023

Please return the document to the Author and Corporate Equality Group Member.