

EQUALITY IMPACT ASSESSMENT

1. State which function you are assessing and identify who should be involved in the equality impact analysis

Policy/Service Area Selected
Derby Street Nursery School
What function, policy, procedure or practice is being assessed?
Discontinuance of the Nursery School from 31st March 2015
Who is responsible for it? Council or Other Organisation/Partnership?
Rochdale Local Authority
What are the aims and objectives of the function, policy, procedure or practice?
To discontinue the Nursery School from 31st March 2015
Who are the key stakeholders?
Derby Street- Residents of Heywood Township and governors of the school
Lead Officer for this analysis (i.e. service manager who will co-ordinate the EIA)
Chris Swift
Others consulted and involved in the analysis (i.e. colleagues/peers/key internal and external stakeholders)
The first stage in the development of the proposal is to undertake public consultation as prescribed by Regulations. There are currently no children on roll at the school, and no staff. This consultation will therefore include the Heywood community, governors at the school, other schools in the Township, Early Years and Childcare providers, Diocesan Authorities, Secretaries of recognised Trades Unions, elected members and the local MP.

2. Identify the scope of the equality impact assessment

Please provide a summary of:

- What is to be included in this impact assessment/what issues will you consider? i.e. are all aspects of the policy/service to be covered or is it confined to a limited area? Please explain. This is likely to reflect the relevance to equality of different aspects.
- Does this service/policy have link to other service areas, or other Equality Impact Assessments?

This Equality Impact Assessment covers only the proposed discontinuance of Derby Street Nursery School, Heywood.

3.State the data that you have considered for this assessment and any gaps in data identified. What action will be taken to close any data gaps?

3.1 THE NUMBER OF CHILDREN IN HEYWOOD TOWNSHIP

There were 383 children born in Heywood in school year 2010-11, who would be expected to want a part-time place in a nursery setting as rising 4's. There are a further 382 children born in 2011-12 who might want a part-time nursery place as rising 3's. That is a maximum total of 765 children who might want a part-time place (382.5 full time equivalent children). There are a total of 771 full time equivalent places that is up to 1542 half-time places available across nursery classes in schools, Derby Street Nursery School and a wide range of private and voluntary providers. In brief there are almost twice as many places as there are Heywood children. The table below shows the number of children born in the Township in recent years.

Birth Year - Academic Year	2008-09	2009-10	2010-11	2011-12	2012-13
Heywood Township - Nursery admission year (Rising 4's)	Sep-12	Sep-13	Sep-14	Sept-15	Sept-16
North Heywood	139	151	149	154	138
West Heywood	171	145	162	156	164
Hopwood Hall (approx. 50% of Ward total)	60	68	72	72	75
Total Births	370	364	383	382	377

3.2 THE RECENT TREND IN TAKE UP OF PLACES AT THE SCHOOL compared to other maintained settings.

Derby Street Nursery School has a capacity of 39 Full-Time Equivalent places. In May 2013 there were 70 children in the nursery, which is 35 full time equivalent children (FTE), and represents 90% occupancy. In October 2013, at the start of school year 2013-14, there were only 35 children, that is 17.5FTE representing 45% occupancy. That level of take-up continued throughout the year, but there were no rising 3's, who would form the core of the nursery intake for September 2014. There were only 7 children whose parents expressed an interest in a place at the nursery school for September, and such very low numbers are not viable.

The following table below shows the number of children on roll at the Nursery School and in neighbouring maintained nursery class settings in schools between September 2012 and the May 2014 census:

School	Capacity (FTE places)	Oct 2012			Jan 2013				May 2013				Oct 2013			May 2014			
		N 2	FTE	Occupancy %	N 1	N 2	FTE	Occupancy %	N 1	N 2	FTE	Occupancy %	N 2	FTE	Occupancy %	N 1	N 2	FTE	Occupancy %
Derby Street NS	39	52	26	67	16	49	32.5	83	22	48	35	90	35	17.5	45	0	32	16	41
All Souls CE	26	36	18	69	7	36	21.5	83	6	39	22.5	87	41	20.5	79	4	40	22	85
Harwood Park CP	26	18	9	35	0	19	9.5	37	0	19	9.5	37	14	7	30	0	20	10	39
Woodland CP	26	41	20.5	79	0	45	22.5	87	0	45	22.5	87	30	15	58	0	30	15	58
OurLady& St.Paul RCP	26	24	12	50	1	25	13	50	1	25	13	50	13	6.5	25	8	16	12	46

This shows an increase from the previous year of only 8.5 FTE places across all of the maintained nursery settings in the township.

3.3 THE LEVEL OF PROVISION and TAKE UP OF NURSERY PLACES IN THE TOWNSHIP

The last Childcare Sufficiency Assessment (April 2013) identified the levels of take-up of free entitlement places across each ward. Overall within North Heywood ward (location of the Nursery School) the level of take up of places was 60.3%, which compares to the adjacent West Heywood with a 107% take-up, and for Hopwood ward a 103% take-up. This is across all types of setting.

In North Heywood there were 361 children eligible for the free nursery entitlement. Providers in the ward offer 322 places, that is 89% coverage. 218 children resident in the ward access their free entitlement, that is 60% take up. 73 children resident in the ward access their entitlement in other wards, about half of whom access places in West Heywood or Hopwood Hall.

In West Heywood there were 240 children eligible for the free nursery entitlement. Providers in the ward offer 367

places, that is 153% coverage. 257 children access their free entitlement in this ward, that is 107% take-up. 47 children resident in this ward access their entitlement in other wards, mostly in North Heywood.

In Hopwood ward there were 238 children eligible for the free nursery entitlement. Providers in the ward offered 114 places which is a 47.9% coverage. 247 children access their free entitlement in this ward, that is 103% take up. 143 children resident in this ward access their entitlement in other wards, 81 of them in North Heywood and West Heywood.

The take up of places by ward in Heywood is shown in the table below along with take up percentages by sector. In brief summary 40.8% of places are accessed in maintained (Nursery School & Nursery Classes) provision with the remainder accessed in the Private, Voluntary and Independent (PVI) sectors.

LSOA	Ward	Children Accessing	Maintained School	Maintained Class	Playgroup	Private Day	Child minder
E01005497	North Heywood	16	2	5	2	7	0
E01005498	Bamford / N. Heywood	32	1	14	11	5	1
E01005499	Norden/N. Hey / Spot	18	1	11	1	5	0
E01005500	North Heywood	16	2	10	4	0	0
E01005501	North Heywood	15	1	5	5	4	0
E01005502	Hopwood Hall	17	1	0	10	6	0
E01005503	Hopwood Hall	10	0	5	1	4	0
E01005504	Hop Hall/N. Hey /W. Heywood	23	3	7	2	11	0
E01005505	Hopwood Hall	18	3	5	5	5	0
E01005506	Hopwood Hall	14	0	2	6	6	0
E01005507	Hopwood Hall	15	0	4	4	7	0
E01005508	Hopwood Hall	14	1	7	3	2	1
E01005509	Hopwood Hall	18	1	6	5	6	0
E01005510	West Heywood	15	2	4	4	5	0
E01005511	West Heywood	13	1	3	3	6	0
E01005512	West Heywood	12	1	3	4	4	0
E01005513	West Heywood	20	2	8	8	1	1
E01005514	West Heywood	19	2	5	4	8	0
E01005515	West Heywood	34	5	10	9	10	0
	West Heywood	121	14	35	33	38	1
	North Heywood	77	7	33	18	19	1
	Hopwood Hall	114	7	31	35	40	1
	All Heywood Total	312	28	99	86	97	3
			8.92%	31.94%	27.19%	30.82%	0.80%

(source: Rochdale childcare sufficiency assessment 2013)

3.4 THE QUALITY OF ALTERNATIVE PLACEMENTS IN THE AREA

Should both the Nursery School and its associated day care service close, the current 71 children accessing part time places would need to be offered access to alternative provision of a comparable Ofsted grade. Both existing Derby Street services have a current Ofsted grade of good.

The vast majority of providers in the Township are graded Good or better by OfSTED. This means there is alternative provision of a comparable quality within a reasonable and accessible distance from Derby Street. All providers and their current OfSTED grade are detailed in the following table:

Setting	Sector	Grade	Maximum Places FTE(*)
Ashfield View	Private Day Nursery	Good	67
Aunt Mary's **	Private Day Nursery	Good	46
Building Blocks	Private Day Nursery	Good	99
Buttercups	Private Day Nursery	Good	40
Daisy Chains **	Private Day Nursery	Good	45
Hawarden House	Private Day Nursery	Good	30

Woodland **	Private Day Nursery	Good	40
Wendy's **	Private Day Nursery	Good	71
Cabbage Patch **	Pre School	Good	30
Crimble Croft	Pre School	Good	40
Hopwood Park	Pre School	Good	22
Spring Willows	Pre School	Good	26
St Joseph's **	Pre School	Good	50
All Souls	Maintained Nursery Class	Outstanding	26
Harwood Park **	Maintained Nursery Class	Satisfactory	26
Our Lady & St Pauls **	Maintained Nursery Class	Good	26
St Michael's	Maintained Nursery Class	Outstanding	22
Woodland **	Maintained Nursery Class	Requires Improvement	26

* Full Time Equivalent

** Denotes setting within reasonable radius of Derby Street

3.5 DEPRIVATION IN HEYWOOD

Heywood is an area which experiences high levels of multiple deprivation. Derby Street Nursery School is sited one of the 10% most deprived LSOA nationally.

4. Assess the impact the policy/service has on equality will reference to different groups or communities. To do this, consider the questions on page 5 of the guidance, which relate to unequal outcomes or disadvantage; access barriers; unmet needs; encouraging participation; fostering good relations. The Equality Impact Assessment Checklist may also be helpful at this stage.

Race Equality

The proposed changes do not have an adverse impact on race equality considerations.

Disabled People

The proposed changes do not have an adverse impact on disabled people.

Carers

There is sufficient high quality alternative provision in the area to mitigate any adverse effect of access to provision by carers.

Gender

The scheme as proposed would not particularly impact on residents and their gender in either a positive or negative way.

Age

The proposed changes will reduce the number of Nursery places available, and so will reduce the increase the scope to meet parental preference, and access to a nursery school setting.

Armed Forces and ex-Armed Forces Personnel

The proposed changes may have an adverse impact on returning armed services personnel in reducing preference for a nursery school setting.

Sexual Orientation

The proposed changes do not particularly impact on the sexual orientation of residents in either a positive or negative way.

Gender Reassignment

The proposed changes do not particularly impact on residents undergoing gender re-assignment in either a positive or negative way.

Religion or Belief

The proposed changes do not have an adverse impact on religion or belief considerations.

Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks

The proposed changes may have an adverse impact on pregnant women or those on maternity leave. Removal of Nursery school places may reduce accessibility to local provision for mothers with nursery age children.

Marriage or Civil Partnership

The proposed changes do not particularly impact on marriage or civil partnership considerations in either a positive or negative way.

5. Conclusions and Recommendations

What are the main conclusions from this analysis? Have any possible adverse impacts been identified?

The closure of the Nursery School would be a disadvantage to the school and the community, and to people from socio-economically disadvantaged groups. However, in view of the current level of take-up of places and the availability of alternative places in the area judged good or better by OfSTED, that disadvantage is substantially mitigated.

What are your recommendations? What action do you suggest should be taken to address the adverse impacts identified?

Equality objectives and targets to address the unequal impact/unmet needs/barriers/low participation

The take up of the entitlement to free nursery places in the area is low, and the effect of this is on Derby Street Nursery School is to make it financially unviable.

Suggested actions to meet those targets

No specific actions are required.

6. Consult your stakeholders on the main findings and conclusions of the equality impact analysis and ask for their comments. State your consultation and inclusion methodology.

The Consultation and Inclusion Methodology Used

Consultation on the proposal will need to comply with statutory guidance. The consultees will comprise the following: Heywood residents, Governors of Derby Street Nursery School, all schools and early years providers in Heywood Township, Manchester and Salford Diocesan Authorities, Local MP, Councillors in Heywood Township, secretaries of recognised trades unions, neighbouring local authorities. The consultation papers will be published on the Council Website. Outcomes from the first consultation will be considered by Overview and Scrutiny Committee and Cabinet and a decision taken whether to proceed to the next stage- that is the publication of statutory proposals.

7. Produce an impact analysis action plan for 2014/15. Details of this should be included in your service delivery plan.

Action	Outcome	Target Date for Completion	Resource Implications	Lead Officer
Public Consultation starts 6th October 2014	Consultees and interested parties able to express their views about the proposals	23rd November 2014	Preparation, distribution & dissemination of consultation documents. Attendance at Township Committee meeting	C.Swift
Consideration of outcomes of consultation, and decisions on whether to publish statutory proposals.	Report to Overview & Scrutiny Committee and Cabinet with recommendation on whether to proceed to publish statutory proposals	15th December 2014	Preparation of Report for Cabinet and Overview & Scrutiny Committee	C.Swift
Public Representation on statutory proposals	Interested parties able to make representation on proposals	26th January 2015	Preparation, distribution & dissemination of consultation documents. Attendance at Township Committee meeting	C.Swift
Determination of proposals	Cabinet considers representations and determines proposals	June 2014	Preparation of Report for Cabinet and Overview & Scrutiny Committee	C.Swift
Implementation of Proposals	Discontinuance of school	31st March 2015		C.Swift
Managing staffing implications	Reduction in staffing achieved using Council procedures	31st March 2015	Staff Time	M.Moore

8. Equality impact analysis sign off

Name	Position	Date
Sue Eastwood	Head of Schools	6/10/14