

Equality Impact Assessment Guidance can be found here; [Viewing Document: Equality Impact Assessment Guidance \(iow.gov.uk\)](#) or, via SharePoint.

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Jade Kennett
Directorate/School name:	Childrens Services
Date of Completion:	30/11/2021

Name of Policy/Strategy/Service/Function Proposal

Carisbrooke College – Closure of sixth form

The Aims, Objectives and Expected Outcomes:

Since 1st September 2016, the Island Sixth Form has been administered as part of Medina College. Prior to September 2016 the administration of the Island Sixth Form was managed by Carisbrooke College and Medina College together and Sixth Form students were allocated to either Carisbrooke College or Medina College. All students allocated to Carisbrooke College have now left the Sixth Form and all Sixth Form students are now registered under Medina College. There are no post 16 students registered under Carisbrooke College.

Please delete as appropriate:

- This is a proposal for a removed school function

Key Questions to Consider in Assessing Potential Impact	
Will the policy /strategy/service/council/school function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	Yes
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council’s/school’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services, council or schools function/s is/are delivered?	Yes
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service/Headteacher.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			X	
Disability	X			The existing Carisbrooke college building is accessible, and the college will continue to be inclusive and support children aged 11 and 16 with SEND.
Gender Reassignment			X	
Marriage & Civil Partnership			X	
Pregnancy & Maternity			X	
Race			X	
Religion / Belief			X	
Sex (male / female)			X	
Sexual Orientation			X	

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<i>The existing Carisbrooke college building is accessible, and the college will continue to be inclusive and support children aged 11 and 16 with SEND.</i>	

Evidence Considered During Screening
Information submitted by the Governing Body and through the consultation process.

Head of Service/Headteacher sign off & date:	
Legal sign off & date:	

A signed version is to be kept by your team and also an electronic version can be published on the council's / school's website (follow the link from the EIA page on the intranet) unless it relates to staffing/specific individuals. In which case, it should only be kept by your team.

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Jade Kennett
Directorate/School name:	Children's Services
Date of Completion:	30/11/2021

Name of Policy/Strategy/Service/Function Proposal

Closure of Carisbrooke College Sixth Form

The Aims, Objectives and Expected Outcomes:

Since 1st September 2016, the Island Sixth Form has been administered as part of Medina College. Prior to September 2016 the administration of the Island Sixth Form was managed by Carisbrooke College and Medina College together and Sixth Form students were allocated to either Carisbrooke College or Medina College. All students allocated to Carisbrooke College have now left the Sixth Form and all Sixth Form students are now registered under Medina College. There are no post 16 students registered under Carisbrooke College.

This directly links to the Corporate Plan 2021-25 priority which is to work with local communities to maintain and ensure appropriate local school provision. In addition to this it supports the commitment that through ongoing business of the council we will work with and challenge schools performance to ensure that all are good or outstanding, and to ensure work is undertaken to challenge schools in financial deficit to secure a more sustainable position for the schools and the council.

Please delete as appropriate:

- This is a proposed change of an existing school function

Scope of the Equality Impact Assessment

Since 1 September 2016, the Island Sixth Form has been administered as part of Medina College. Prior to September 2016 the administration of the Island Sixth Form was managed by Carisbrooke College and Medina College together and Sixth Form students were allocated to either Carisbrooke College or Medina College. All students allocated to Carisbrooke College have now left the Sixth Form and all Sixth Form students are now registered under Medina College. There are no post 16 students registered under Carisbrooke College.

The Governing Board therefore requested an alteration of the upper age range so as to remove the sixth form at Carisbrooke College therefore, changing its age range from 11-19 to 11-16.

With Medina College and Carisbrooke College sharing a site the Sixth Form element at Medina College will continue to work closely with Carisbrooke College. This will include opportunities for Carisbrooke College students to access the full range of events at the Sixth Form and Carisbrooke College staff continuing to teach post 16 classes at the Sixth Form. There will be no detrimental effects on students or staff from this proposal.

This EIA has been completed to ensure that there are no detrimental impacts through the proposal.

Alongside this both informal and formal consultation has been completed which did not receive any feedback from parents/carers or members of the community.

Analysis and assessment

Given that since the 1 September 2016 the Island Sixth Form has been administered as part of Medina College it is considered that the likely impact on minority, disadvantaged, vulnerable and socially excluded groups is negligible. The IWC and Federation have ensured that through process of both informal and formal consultation parents/carers, staff, and members of the community were considered. No concerns were raised during this period.

The School have policies in place that cover eliminate unlawful discrimination, harassment and victimisation and equal opportunities.

It is considered that the proposal will have not have any negative impacts.

Recommendations

Given it considered that the proposal will not have any negative impact the recommendation is to proceed as set out within the Cabinet Paper (16 December 2021) and implement the closure of the sixth form at Carisbrooke College from the 31 December 2021.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	No impact	No	No	None required
Disability	Positive. The school will continue to support all pupils aged 11-16 with SEND	No	No	None required
Gender Reassignment	No impact	No	No	None required
Marriage & Civil Partnership	No impact	No	No	None required
Pregnancy & Maternity	No impact	No	No	None required
Race	No impact	No	No	None required
Religion / Belief	No impact	No	No	None required

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sex (male or female)	No	No	No	None required
Sexual Orientation	No	No	No	None required
HR & workforce issues	No	No	No	None required
Human Rights implications if relevant	No	No	No	None required
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) or school board and incorporated into your service/team/school Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	30/11/2021
Head of Service/Director/Headteacher sign off & date:	
Legal sign off & date:	
Review date	
Date published	

Publishing checklist	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over/school arenas for challenge?</i> • <i>Signing off – has your Head of Service/Director/Headteacher signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council’s/school’s website</i> 		