EQUALITY IMPACT ASSESSMENT –

RIVERSIDE SCHOOL PHASE 2 – PROVISION OF ADDITIONAL SEND CAPACITY

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Ian Baker	**Department and service:**	Education, Participation & Skills	**Date of assessment:**	02/04/25
Lead Officer: Head of Service, Service Director, or Strategic Director.	Lisa McDonald	**Signature:**	L. McDonald	**Approval date:**	9/5/25
Overview:	The city is facing considerable financial pressures on the High Needs Block funding stream due to pupils being required to attend Independent Specialist Providers (ISP). A typical place at Woodlands costs the city around £32,000 for pupils with the most complex needs. These needs can include children who have breathing support needs, complex epilepsy management requirements or who have to be supported fully throughout the day by an attending adult. Typical prices for an ISP start at around £55,000 per place per year and are often in excess of this. Children who cannot be accommodated at Woodlands School have to access an ISP place would generally cost the city at least 100% more for every place. Providing the necessary transport to such schools is also an additional burden. By providing additional places at Woodlands School, the Council can ensure that children with the most complex needs are offered cost effective, safe and high-quality provision. **This proposal to remodel part of the defunct short Break Unit within Woodlands Special School to provide additional SEND provision** will result in an unused space being brought back into use following the closure of the short break provision on the site. **This project will provide much needed additional SEND capacity creating 10 nursery assessment spaces and an additional 8-10 spaces within Woodlands School** (by reconfiguring the school). This is a more cost-effective option compared to a new build. The project will be premises and Building Bulletin compliant from both a Pupil and Staff perspective, with both having sufficient Health and Welfare facilities. To note the nursery assessment are for children who may enter one of special schools in the city (including Woodlands), or who may be able to have their needs met in a mainstream school.				
Decision required:	To approve the Business Case To add £728,392 to the Capital Programme, funded from the SEN / High Needs Grant				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?			**No**	X
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?			**No**	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)			**No**	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.	The project will have a positive impact due to increase in provision of school places for SEND Children.			

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	**Evidence and information (e.g. data and consultation feedback)**	**Adverse impact**	**Mitigation activities**	**Timescale and responsible department**

Age	Plymouth • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. South West • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. England • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. (2021 Census)	None		

Care experienced individuals (Note that as per the Independent Review of Children's Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).	It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation. The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group. In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service). There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.	None		
Disability	9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem. 12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)	None		

Gender reassignment	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	None		
Marriage and civil partnership	40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married. 0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).	None		
Pregnancy and maternity	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	None		

Race	In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census) People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census) 92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).	None		
Religion or belief	48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census). Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).	None		
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	None		
Sexual orientation	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	None		

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	These proposals contribute to the right to an education in suitable premises	The project will be managed by PCC for completion in the beginning of the 2025/2026 academic year.	Project scheduled for completion by November 2025.

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: ▪ **promote equality, diversity and inclusion** ▪ **facilitate community cohesion** ▪ **support people with different backgrounds and lived experiences to get on well together**	The proposal supports the diversity and inclusivity of Plymouth, ensuring that all pupils, regardless of gender or disability have access to suitable buildings supporting a brilliant start in education: - People should be able to access opportunity whatever their circumstances - Things that make the biggest difference to people's lives should get priority when deciding where limited resources go - Preventing inequalities is more effective than trying to eliminate them - Services should be provided 'with' people, not 'for' them	We provide parents, staff and governors at the schools, local residents and other stakeholders with the opportunity to participate in the decision making on the proposals, to provide children with improved facilities that will promote diversity and independence and reduce social inequality.	Project scheduled for completion by November 2025.
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	The proposal supports Plymouth Schools in providing education, training and support for care experienced people.	Provides improved facilities that ensure that staff, children and young people are safe and confident in their communities, by providing suitable education accommodation.	Project scheduled for completion by November 2025.

Build and develop a diverse workforce that represents the community and citizens it serves.	The proposal supports Plymouth Schools in developing a diverse workforce to support the pupils and their community.	Provides improved facilities that ensure that staff, children and young people are safe and confident in their communities, by providing suitable education accommodation.	Project scheduled for completion by November 2025.
Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.	The proposal supports Plymouth Schools in developing a diverse workforce to support the pupils and their community.	Provides improved facilities that ensure that staff, children and young people are safe and confident in their communities, by providing suitable education accommodation.	Project scheduled for completion by November 2025.