

Cabinet

10 February 2021



Proposal to enlarge Elemore Hall School from 1 September 2021 and to close Windlestone School as a registered school on 31 August 2021

Key Decision: CYPs/02/2021

Report of Corporate Management Team

John Pearce, Corporate Director of Children and Young People's Services

Cllr Olwyn Gunn, portfolio holder for children and young people's services

Electoral division(s) affected:

Countywide.

Purpose of the Report

- 1 To seek Cabinet approval to enlarge Elemore Hall School from 1 September 2021 and to close Windlestone School as a registered school on 31 August 2021, taking account of the Local Authority's duties as prescribed in the Education and Inspections Act 2006 to secure sufficient places and to ensure good outcomes for all children and young people in the local area.

Executive summary

- 2 Windlestone School was inspected on 12 November 2019 and was judged to be inadequate. Under DfE regulations, as a result of this judgement, a directive Academy Order will generally be issued by the Secretary of State and the school will be expected to convert to academy status, sponsored as part of a multi-academy trust.
- 3 Alternatively, if a local authority takes steps to close the inadequate school and can do so in a satisfactory manner that disadvantages none of the pupils currently attending the school, the DfE can choose to withhold the issuing of an academy order.

- 4 The Council has proposed the closure of Windlestone as a registered school but, as part of the same consultation, enlarging Elemore Hall Special School to operate across its own site and the site of Windlestone School. In this way both sites will continue to be used so that students currently attending each will still be educated on a site that is familiar to them for as long as this is suitable for their progress and wellbeing.
- 5 Pupils will not have their education disrupted but will benefit from the improved standards of teaching, learning and leadership recognized by Ofsted in their inspections of Elemore Hall School.
- 6 Consultation was carried out between 5 October and 15 November 2020 with Governors, staff, parents and the wider community on the proposal to close Windlestone as a registered school and enlarge Elemore Hall so that it operates across the two sites. 20 responses were received to that consultation, 14 in support of the proposal and 6 not in support of it.
- 7 In a report dated 19 November 2020, the Corporate Director of Children and Young People's Services used delegated powers to approve the issuing of a statutory notice proposing to enlarge Elemore Hall School from 1 September 2021 and to close Windlestone School as a registered school on 31 August 2021.
- 8 The statutory notice was issued on 26 November 2020. Any person wishing to object or make comments on the proposal had four weeks from this date to do so. No comments were received to the proposal.

Recommendation

- 9 No responses or comments were received to the statutory notice. This would appear to suggest that stakeholders have no objections to the proposal. Cabinet is therefore recommended to:
 - (a) agree to enlarge Elemore Hall School from 1 September 2021 and to close Windlestone School as a registered school on 31 August 2021.

Background

- 10 Windlestone School in Chilton and Elemore Hall School in Pitlington are currently two separate residential special schools for children with identified social, emotional and mental health needs (SEMH). All children who attend have specialist provision identified on their Education, Health and Care Plan (EHCP).
- 11 Both schools provide education for pupils aged 11-16 and offer an extended school day with 20 residential places available at Windlestone and 25 places at Elemore Hall. Windlestone School also oversees an alternative provision (PACC) for 20 young people who need an alternative education package and additional therapeutic and vocational support. There is capacity for 80 places at Windlestone (plus 20 at PACC) and 86 places at Elemore Hall. Currently there are 71 on roll at Windlestone and 86 on roll at Elemore Hall.
- 12 Elemore Hall School was inspected in April 2019 and was judged by Ofsted to be Good. The residential provision was inspected in December 2019 and was judged to be good. Windlestone School was inspected in November 2019 and judged to be Inadequate, with the school placed in special measures. The residential provision was inspected at the same time and the overall judgement found to be Requiring Improvement.
- 13 When Ofsted determines that a school is inadequate, there would generally be action taken by the Department for Education (DfE) to issue an academy order, meaning that the school would be taken into a multi-academy trust which would then become responsible for all future decisions concerning the school. Alternatively, if a local authority takes steps to close the inadequate school and can do so in a satisfactory manner that disadvantages none of the pupils currently attending the school, the DfE can choose to withhold the issuing of an academy order.
- 14 If the LA cannot implement an effective option/strategy to address the weaknesses identified by Ofsted, Windlestone will be instructed to become an academy. An Academy is an independent state funded school. This means it is funded directly by the Government [the Education Funding Agency or EFA] rather than by a local authority as maintained schools are.
- 15 The local authority believes that, particularly in the case of SEMH schools, the needs of vulnerable learners can be best accommodated by a coordinated strategic approach to pupil placement across the entire county. This would ensure that Durham resources and funding would remain available for the benefit of Durham Children.

- 16 In order to reach a full understanding of the various options facing the Council about the future of Windlestone School, an analysis of the current financial position was completed by the Interim Executive Board (IEB), the school's finance officer on behalf of the local authority and the commissioned executive leader currently supporting the school.
- 17 Based upon current projections, the in-year gross budget shortfall is in excess of £625,000. The previous year's carry forward reduces the net budget shortfall to c.£300,000.
- 18 For long-term sustainability, it was recognised that the school would need to identify savings of at least £625,000 across the board, from a projected spend of £3.492m, representing a savings target of around 18%. The school's pending academy order placed a significant priority upon the council supporting current leaders to make the changes required so that the school would run more efficiently and that the quality of education could rapidly improve, within financial means.
- 19 As any budget savings would be heavily reliant on reduced staffing costs, in particular leadership costs, there was clearly a priority for review and ultimately for restructure.
- 20 A proposed review of leadership arrangements, along with further recommendations and considerations from the 2019 Ofsted report, were drawn up as a schedule of potential savings and shared with governors of Elemore Hall School.
- 21 The proposal to enlarge Elemore Hall School and close Windlestone will realise staff savings through a subsequent re-structure: separate posts over separate sites can be amalgamated into single responsibility posts over a split-site single school.
- 22 When Ofsted determines that a school is inadequate, there would generally be action taken by the Department for Education (DfE) to issue an academy order, meaning that the school would be taken into a multi-academy trust which would then become responsible for all future decisions concerning the school. Alternatively, if a local authority takes steps to close the inadequate school and can do so in a satisfactory manner that disadvantages none of the pupils currently attending the school, the DfE can choose to withhold the issuing of an academy order.
- 23 If the LA cannot implement an effective option/strategy to address the weaknesses identified by Ofsted, Windlestone will be instructed to become an academy. An Academy is an independent state funded school. This means it is funded directly by the Government [the Education Funding Agency or EFA] rather than by a local authority as maintained schools are.

- 24 A delegated decision from the Corporate Director Children and Young People agreed that consultation could commence on a proposal to enlarge Elemore Hall School from 1 September 2021 and to close Windlestone School as a registered school on 31 August 2021.
- 25 The local authority believes that, particularly in the case of SEMH schools, the needs of vulnerable learners can be best accommodated by a coordinated strategic approach to pupil placement across the entire county. This would ensure that Durham resources and funding would remain available for the benefit of Durham Children.

Consultation

- 26 An initial, non-statutory consultation on a proposal to enlarge Elemore Hall School from 1 September 2021 and to close Windlestone as a separate school was held between 5 October and 15 November 2020. Virtual meetings on Microsoft Teams were held between 6-12 October 2020 with Governors and staff. Parents and other stakeholders were encouraged to submit questions and comments regarding the proposal as well as by emailing relevant council officers.
- 27 Details of the consultation and a full summary of the consultation responses received is included in the delegated decision report dated 19 November 2020.
- 28 When considering responses to the consultation, the Council has referred to the Department for Education (DFE) guidance – “Making significant changes (‘prescribed alterations’) to maintained schools. Statutory guidance for proposers and decision-makers”. This guidance states that the decision-maker (in this case the Council’s Cabinet) needs to be satisfied that the appropriate fair and open local consultation has been carried out and that the proposer (in this case the Council’s Education Service) has given full consideration to all the responses received. The decision-maker should not simply take account of the numbers of people expressing a view. Instead, they should give the greatest weight to responses from those stakeholders likely to be most affected by a proposal – especially parents of children at the affected school(s).
- 29 The responses to the consultation were received and considered by officers in the Council. Of the 20 responses received, 14 were in support of the proposal and 6 were not in support of the proposal. Those not in support of the proposal expressed concerns that creating a larger school for more pupils could have a detrimental impact on children’s learning and progress. Those in support of the proposal felt that Elemore Hall was a good school and the proposal will help pupils to progress and that the staff at Elemore Hall were superior to some of

those at Windlestone and therefore the proposal would lead to more effective teaching and learning.

Decision to issue a Statutory Notice

- 30 After considering the responses, a summary of which is provided in the delegated decision report dated 19 November 2020, the Corporate Director, Children and Young People's Services used delegated powers to agree to publish proposals to enlarge Elemore Hall School from 1 September 2021 and to close Windlestone School as a registered school on 31 August 2021. A statutory notice was therefore published on 26 November 2020.
- 31 Once a proposal is published there follows a statutory 4-week representation period during which comments can be made. These must be sent to the Local Authority. Any person can submit representations, which can be objections as well as expressions of support. The representation period is the final opportunity for people and organisations to express their views about the proposal. Once the representation period has closed, a decision on the proposal must be made by the decision-maker (in this case the Council's Cabinet) within 2 months, i.e. by 23 February 2021.

Responses to the Proposal Published on 26 November 2020

The Statutory Notice Period

- 33 No responses were received by the end of the 4-week statutory notice period.

Decision-Making Process - Factors to be considered by Cabinet

Consideration of Consultation and Representation Period

- 34 Cabinet needs to be satisfied that the appropriate fair and open local consultation and representation period have been carried out and that the proposer (in this case the Local Authority) has given full consideration to all the responses received. If the proposer has failed to meet the statutory requirements, this proposal may be deemed invalid and therefore should be rejected. Consultation was carried out in accordance with Department for Education (DFE guidance).
- 35 Cabinet must consider all the views submitted, including all support for, and objections to and comments on the proposal. Details of the consultation are included in paragraphs 13-16. The statutory notice was published on 26 November 2020 and expired on 23 December 2020 (the representation period). Officers prepared the notice as set out in the regulations and complied with statutory requirements.

- 36 The delegated decision report provides full details of the responses received during the consultation period from 5 October 2020 to 15 November 2020. In summary, 20 responses were received, 14 in support of the proposal and 6 not in support of the proposal.

Related Proposals

- 37 Where proposals appear to be related to other proposals, the decision-maker must consider the related proposals together. A proposal should be regarded as related if its implementation (or non-implementation) would prevent or undermine the effective implementation of another proposal.
- 38 The proposal to enlarge Elemore Hall School from 1 September 2021 and to close Windlestone School as a registered school on 31 August 2021 must be considered as a linked proposal.

Education Standards and Diversity Issues

- 39 Elemore Hall School was inspected in April 2019 and was judged by the inspecting body, Ofsted, to be Good. The residential provision was inspected in December 2019 and judged to be Good. Windlestone School was inspected in November 2019 and judged to be Inadequate, with the school placed in special measures. The residential provision was inspected at the same time and the overall judgement found to be Requiring Improvement. Windlestone School is also finding it difficult to set a balanced budget.
- 40 It is believed that the best way of improving education outcomes and easing the pressure on the budget will be most effectively achieved by enlarging Elemore Hall School so that it operates across the existing sites of Elemore Hall and Windlestone and by closing Windlestone as a registered school. A new leadership structure will be established if the proposal is agreed to ensure there is strong leadership across both sites to enhance teaching and learning and pupil progress. The proposal will enable the best of the offer at both schools to be implemented for all pupils.

National Curriculum

- 41 All maintained schools must follow the National Curriculum unless they have secured an exemption for groups of pupils or the school community. The proposal to enlarge Elemore Hall School and to close Windlestone as a registered school has no impact on the school's ability to follow the National Curriculum.

Equal Opportunity Issues

- 42 Cabinet must have regard to the Public Sector Equality Duty (PSED) which requires them to have 'due regard' to the need to:
- eliminate discrimination;
 - advance quality of opportunity;
 - foster good relations.
- 43 An equality impact assessment (Appendix 2) has been carried out on this proposal. There are no potential impacts in relation to age, gender, disability, sexual orientation or ethnicity for pupils and parents/carers. The current schools provide education for boys and girls aged between 11-16 years and the enlarged Elemore Hall School running across two sites will continue to provide education for boys and girls across the same age range.

Travel and Accessibility

- 44 The enlarged Elemore Hall School will operate on the existing sites of Elemore Hall and Windlestone Schools which is where all pupils are currently taught. Consequently, there will be no increases to travel time.

Funding

- 45 Cabinet must be satisfied that the necessary funding required to implement the proposal will be available. If the proposal is agreed, no capital funding will be required to implement it.

School Premises and Playing Fields

- 46 Under the School Premises (England) Regulations 2012 all maintained schools are required to provide suitable outdoor space to enable physical education to be provided to pupils in accordance with the school curriculum; and for pupils to play outside safely. The sites of Elemore Hall and Windlestone Schools have suitable outdoor spaces for all pupils.

Conclusion

- 47 It is believed that the best way of improving education outcomes and easing the pressure on the school budget will be most effectively achieved by enlarging Elemore Hall and closing Windlestone as registered school.

48 Although there has been a reasonably limited response to the consultation and statutory notice, most responses received were in support of the proposal. There have been no educational reasons put forward by those not in support of the proposal as to why the proposal to enlarge Elemore Hall so that it operates across the existing sites of Elemore Hall and Windlestone Schools, and to close Windlestone as a registered school should not be agreed.

Background Papers

- Delegated Decision Report dated 19 November 2020.
- Report to CMT- 8 July 2020.
- Consultation document: 'Proposal to make changes to Elemore Hall and Windlestone Schools with effect from 1 September 2021. This will be achieved by closing Windlestone as a registered school and expanding Elemore Hall so that it operates across the existing sites of both schools'.
- Consultation document distribution list – Oct/Nov 2020.
- Public notice: 26 November 20. 'Proposal to enlarge Elemore Hall School from 1 September 2021 and to close Windlestone School as a registered school on 31 August 2021'.

Author(s)

Graeme Plews

Tel: 03000 265777

Appendix 1: Implications

Legal Implications

The actions described in this report are intended to comply with the Council's duty to exercise its functions with a view to promoting high standards and the fulfilment of each pupil's learning potential in accordance with S13A of the Education Act 1996.

Finance

The proposal to enlarge Elemore Hall and to close Windlestone as a registered school will have no direct funding implication in itself as both the existing schools are funded in line with the number and type of placements they provide. However, the proposed arrangements provide a potential for significant financial efficiencies to be realised. The value of these efficiencies will be dependent on the final mix and size of provision delivered and the staffing structure implemented to deliver the provision.

Consultation

Consultation has been carried out in accordance with DfE statutory guidance. The approach to consultation is described in paragraphs 13-22 of the report.

Equality and Diversity / Public Sector Equality Duty

Any review or change to educational provision in an area has the potential to have an adverse effect on protected characteristics, both in terms of pupils, their families, local communities and employees working in the schools. However, the proposal to enlarge Elemore Hall School and close Windlestone School as a registered school will benefit pupils, staff and parents. Education will be provided by a school judged as "Good" by Ofsted to provide a positive learning experience for children and provide equal access to all.

The focus on improved educational outcomes is seen as a positive experience in a child's education and ensures that children who are protected under the Equality and Diversity/Public Sector Equality Duty can maximise their potential. The main groups affected are children currently accessing education at Elemore Hall and Windlestone Schools, their families and staff.

Climate Change

No impact.

Human Rights

Human rights are not affected by the recommendation in this report.

Crime and Disorder

None.

Staffing

Any changes to staffing as a result of the proposal to enlarge Elemore Hall School and close Windlestone as a registered school would be determined by the Governing Body of Elemore Hall School.

Accommodation

None. Education will continue to be provided from the buildings and sites of the existing Elemore Hall and Windlestone Schools.

Risk

If the LA cannot implement an effective option/strategy to address the weaknesses identified by Ofsted, Windlestone will be instructed to become an academy. An Academy is an independent state funded school. This means it is funded directly by the Government [the Education Funding Agency or EFA] rather than by a local authority as maintained schools are. As such a sponsor of a Multi Academy Trust (MAT) would be approached with experience of successfully running similar schools. There is no certainty however that the MAT selected would be local or even regional. The local authority believes that, particularly in the case of SEMH schools, the needs of vulnerable learners can be best accommodated by a coordinated strategic approach to pupil placement across the entire county. This would ensure that Durham resources and funding would remain available for the benefit of Durham Children.

Procurement

Not applicable.

Appendix 2: Impact Assessment

Durham County Council Equality Impact Assessment

NB: The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

Section One: Description and Screening

Service/Team or Section	Education, School Places and Admissions
Lead Officer	Graeme Plews
Title	School Places and Admissions Manager
MTFP Reference (if relevant)	N/A
Cabinet Date (if relevant)	February 2021
Start Date	October 2020
Review Date	January 2021

Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):

Proposal to enlarge Elemore Hall from 1 September 2021 and close Windlestone as a registered school on 31 August 2021.

The objective of the proposal is to ease pressure on the school budget and to improve Social, Emotional and Mental Health (SEMH) provision and raise educational standards.

Who are the main stakeholders? (e.g. general public, staff members, specific clients/service users):

General Public, governors, Staff, pupils of Elemore Hall and Windlestone Schools, Members, MPs, Trade Unions, Diocese, Department for Education, CYPS/DCC Staff, Parents/Carers.

Screening

Is there any actual or potential negative or positive impact on the following protected characteristics.		
Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = Unsure	Positive Impact Indicate: Y = Yes, N = No, ? = Unsure
Age	N	N
Disability	N	N
Marriage and civil partnership (workplace only)	N	N
Pregnancy and maternity	N	N
Race (ethnicity)	N	N
Religion or Belief	N	N
Sex (gender)	N	N
Sexual Orientation	N	N
Transgender	N	N

Please provide brief details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.

The main groups affected by this proposal are pupils attending Elemore Hall and Windlestone Schools, their families and staff. It is not expected that pupils and their families will be adversely affected.

A new staffing structure will be established for the enlarged Elemore Hall School which will run across the existing sites of Elemore Hall and Windlestone Schools. This should enable efficiencies to be made. Change management processes will be followed to ensure fair treatment of any affected staff.

How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity, and
- foster good relations between people from different groups?

Enlarging Elemore Hall and closing Windlestone as a registered school will improve SEMH provision and enable the needs of vulnerable learners to be best accommodated by a coordinated strategic approach to pupil placement across the entire county which will continue to provide equal access for all.

A 6 week consultation was held during October and November 2020. Consultation documents were distributed widely, and meetings were held with Governors and staff of Elemore Hall and Windlestone Schools. Due to the situation with coronavirus and Government guidance on social distancing it was not possible to have meetings with parents or members of the local community. Stakeholders were invited to respond in a variety of ways written responses using the response form attached to the consultation document, letter, email or completing the response form online via the County Council's website. Alternative formats were available on request. 20 responses were received to the consultation, 14 in support of the proposal and 6 not in support of the proposal.

Evidence

What evidence do you have to support your findings?

Please outline your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

Windlestone School in Chilton and Elemore Hall School in Pitlington are currently two separate residential special schools for children with identified social, emotional and mental health needs (SEMH). All children who attend have specialist provision identified on their Education, Health and Care Plan (EHCP).

Both schools provide education for pupils aged 11-16 and offer an extended school day with 20 residential places available at Windlestone and 25 places at Elemore Hall. Windlestone School also oversees an alternative provision (PACC) for 20 young people who need an alternative education package and additional therapeutic and vocational support. There is capacity for 80 places at Windlestone (plus 20 at PACC) and 86 places at Elemore Hall. Currently there are 71 on roll at Windlestone and 86 on roll at Elemore Hall.

Elemore Hall School was inspected in April 2019 and was judged by Ofsted to be Good. The residential provision was inspected in December 2019 and was judged to be good. Windlestone School was inspected in November 2019 and judged to be Inadequate, with the school placed in special measures. The residential provision was inspected at the same time and the overall judgement found to be Requiring Improvement.

The local authority believes that, particularly in the case of SEMH schools, the needs of vulnerable learners can be best accommodated by a coordinated strategic approach to pupil placement across the entire county.

Screening Summary

On the basis of the screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	No
No evidence of actual or potential impact on some/all of the protected characteristics?	No

Sign Off

Lead Officer sign off: 	Date: 1 February 2021
Service equality representative sign off:	Date:

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to equalities@durham.gov.uk If you are unsure of potential impact please contact the corporate research and equalities team for further advice at equalities@durham.gov.uk

Section Two: Data Analysis and Assessment of Impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

Protected Characteristic: Age																						
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?																				
Age profile of employees identifies a larger proportion of employees 45-64 at both schools. Therefore, any future proposals may have a potential disproportionate impact on this group of employees.	Count of Age Profile Row Labels <table border="1" data-bbox="608 792 983 1142"> <tbody> <tr> <td>Elemore Hall</td> <td>58</td> </tr> <tr> <td>16-24</td> <td>3</td> </tr> <tr> <td>25-44</td> <td>24</td> </tr> <tr> <td>45-64</td> <td>31</td> </tr> <tr> <td>Windlestone</td> <td>54</td> </tr> <tr> <td>16-24</td> <td>2</td> </tr> <tr> <td>25-44</td> <td>21</td> </tr> <tr> <td>45-64</td> <td>30</td> </tr> <tr> <td>65+</td> <td>1</td> </tr> <tr> <td>Grand Total</td> <td>112</td> </tr> </tbody> </table>	Elemore Hall	58	16-24	3	25-44	24	45-64	31	Windlestone	54	16-24	2	25-44	21	45-64	30	65+	1	Grand Total	112	Update of equality analysis based on forward plans
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Windlestone	54																					
16-24	2																					
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65+	1																					
Grand Total	112																					

Protected Characteristic: Disability		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
	Due to low number of employees disclosing whether or not they have disability, it is difficult to determine whether the proposals will have a potential impact on disabled employees.	Reasonable adjustments will be made where required.

Protected Characteristic: Marriage and civil partnership (workplace only)		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
	Employee data not disclosed	

Protected Characteristic: Pregnancy and Maternity		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
	Employee data not disclosed	

Protected Characteristic: Race (ethnicity)																				
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?																		
Based on the ethnicity profile it is not thought that the proposals will have a significant impact as the larger proportion of staff have declared themselves as White British.	Ethnic Origin Row Labels <table border="1"> <tr><td>Elemore Hall</td><td>58</td></tr> <tr><td>Not Disclosed</td><td>12</td></tr> <tr><td>White British</td><td>44</td></tr> <tr><td>White European</td><td>1</td></tr> <tr><td>Other White</td><td>1</td></tr> <tr><td>Windlestone</td><td>54</td></tr> <tr><td>Not Disclosed</td><td>8</td></tr> <tr><td>White British</td><td>46</td></tr> <tr><td>Grand Total</td><td>112</td></tr> </table>	Elemore Hall	58	Not Disclosed	12	White British	44	White European	1	Other White	1	Windlestone	54	Not Disclosed	8	White British	46	Grand Total	112	Update of equality analysis based on forward plans.
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White European	1																			
Other White	1																			
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Grand Total	112																			

Protected Characteristic: Religion or Belief		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
	Employee data not disclosed	

Protected Characteristic: Sex (gender)																
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?														
Gender profile of employees. The gender profile of all employees identifies a slightly larger proportion of female employees. Therefore, any future proposals may have a potential disproportionate impact on this group of employees.	Gender Row Labels <table border="1"> <tr><td>Elemore Hall</td><td>58</td></tr> <tr><td>Female</td><td>31</td></tr> <tr><td>Male</td><td>27</td></tr> <tr><td>Windlestone</td><td>54</td></tr> <tr><td>Female</td><td>29</td></tr> <tr><td>Male</td><td>25</td></tr> <tr><td>Grand Total</td><td>112</td></tr> </table>	Elemore Hall	58	Female	31	Male	27	Windlestone	54	Female	29	Male	25	Grand Total	112	Update of equality analysis based on forward plans.
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Windlestone	54															
Female	29															
Male	25															
Grand Total	112															

Protected Characteristic: Sexual Orientation		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
	Employee data not disclosed	

Protected Characteristic: Transgender		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
	Employee data not disclosed	

Section Three: Conclusion and Review

Summary

Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.

There is evidence that there would be potential or actual impact on protected groups of staff (teaching, support or caretaking) and governors. In particular, there are potential impacts in relation to age and gender.

Will this promote positive relationships between different communities? If so, how?

There is evidence that there would be potential or actual impact on protected groups of staff (teaching, support or caretaking) and governors. In particular, there are potential impacts in relation to age and gender.

Action Plan

Action	Responsibility	Timescales for Implementation	In which plan will the action appear?

Review

Are there any additional assessments the need to be undertaken? (Y/N)	N
When will this assessment be reviewed? Please also insert this date at the front of the template.	January 2021

Sign Off

Lead Officer sign off:	Date:
Service equality representative sign off:	Date:

Please return the completed form to your service equality representative and forward a copy to equalities@durham.gov.uk