

RIVERSIDE BUSINESS AND ENTERPRISE COLLEGE: BUSINESS CASE FOR CLOSURE

Equality impact assessment

Department/service: Learning Services

What is the proposal?

Proposal to consult upon school closure:

Riverside Business and Enterprise College

Who will be affected by these proposals? How many people will be affected?

All children and young people currently at Riverside School

Incoming Year 7	29
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Current Year 7	79
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Current Year 8	72
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Current Year 9	136
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Current Year 10	180
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<i>Current Year 11 *</i>	<i>180</i>
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Total	492
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All staff currently employed at or under contract to Riverside School

Teaching	51.32 FTE
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Non Teaching	68.72 FTE
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All pupils, parents and staff at potential feeder and receiving schools.

How will the proposals affect people and the service they will receive?

School closure will reduce parental choice and will require pupil attendance at other schools. This may result in increased journey time and costs.

School closure will result in the termination of contracts of employment by redundancy or the transfer of staff (by agreement) to other educational establishments within the City.

Any Proposal would most likely require a phased closure of the School and this would impact on year groups and their staff in differing ways. Appropriate strategies would need to recognise this and some are identified below.

Full details of potential impact are required within any detailed proposal.

Proposals must include:

the impact of change upon community cohesion, the impact upon the local area and travel and accessibility issues for the affected children.

For example proposals should not have the effect of unreasonably extending journey times or increasing transport costs.

How will the proposal affect staff currently providing the service?

School closure will result in the termination of contracts of employment by redundancy or the transfer of staff (by agreement) to other educational establishments within the City.

If this proposal were to proceed careful consideration would need to be given to staffing matters including meeting the welfare needs of all staff affected and the provision of additional high calibre temporary staff to address casual vacancies that would undoubtedly arise in both the teaching and non teaching staff.

Arrangements would also need to be made to provide additional welfare, counselling, training, development and careers advice and guidance to these staff.

It is anticipated that further behaviour and curriculum support measures would be required in the School to assist staff and pupils maximise their teaching and learning opportunities.

Any decision to proceed would require a phased reduction in staffing numbers in accordance with curriculum requirements.

The City Council would undoubtedly wish to retain as many staff as possible within other schools and would need to broker agreements to this effect to reduce possibility of compulsory redundancy.

Indication of how negative impacts will be minimised or managed

Pupils:

- Identification of pupils at particular risk e.g. CAMHS, SEN, ESL;
- Provision of targeting tutoring and mentoring for pupils to minimise

- potential learning loss and maximise opportunities.
- Possible provision of transport to alternative offer schools

Staffing:

- Appointment of temporary specialist staff
- Provision of welfare, counselling, training & development
- Brokering of alternative recruitment/ employment opportunities with other City schools.

Is there any other information available about the way that the service is provided, or will be provided, that mitigates against any discriminatory or unequal treatment to any particular group of customers that could result in legal challenge?

Due regard would need to be placed upon meeting the needs of pupils with:

- English as a second language (details given at **Appendix A**)
- Special education needs
- Pupils with mental health needs
- Pupils with increased transport requirements
- Impact upon community cohesion within West Leicester
- Impact upon receiving schools.

A range of legal issues of course would need to be addressed with regard to both teaching and non teaching staff with respect to their welfare, City Council duty of care and respective employment rights.

Completed by:

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