

Equalities Comprehensive Impact Assessment

Reference: ECIA418286548

Submitted: 27 April 2022 15:32 PM

Executive summary

Title of policy / decision: Closure of Essex Teacher Training Programme

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: To discontinue the offer Initial Teacher Training (ITT), through the Essex Teacher Training (ETT) provision as of the 2022-23 academic year. This is being proposed as the quality of the provision is inadequate as judged by Ofsted and is unlikely to secure a judgement of good at its next inspection, this has the potential to create reputational risk to the council. In addition it is predicted that based on recruitment numbers and of those nationally the programme is at risk of not being financially viable therefore closure would mitigate any financial risk. Finally this is not a statutory service for the Council and there is capacity in the wider system through the teaching school hubs to deliver ITT provision. Closure of the programme will not significantly impacting on our recruitment and retention priorities.

What outcome(s) are you hoping to achieve?: The decision will not adversely impact on communities and localities as there is capacity in the wider system through the teaching school hubs to deliver ITT provision. This service is not a statutory function of ECC. It will impact on the current team administering the programme who will undertake a redundancy process, it is hoped there will be opportunities across the service to redeploy some of the team to reduce the financial impact.

Executive Director responsible for policy / decision: Helen Lincoln (Children, Families and Education)

Cabinet Member responsible for policy / decision: Tony Ball (Education Excellence, Skills and Training)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: A planned exit strategy will be implemented and we will work with ECC partners in finance, HR and legal to ensure all required governance processes, policy and practice are delivered. We will also work with the Department of Education to formally close the provision.

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: No

What strategic priorities will this policy / decision support?: A good place for Children and Families to Grow

Which strategic priorities does this support? - Families: Education outcomes

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: None

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: None

Disability - physical impairment

Nature of impact: None

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: This is a one year training programme which service users need to enrol on,. There is capacity in the wider system outside of ECC to offer the programme for all service users

What actions have already been taken to mitigate any negative impacts: We are working with our schools

and trainees to provide information on other ITT providers

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: None

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: None

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: There are a range of other ITT providers across the county who offer an ITT provision

What actions have already been taken to mitigate any negative impacts: We are working with our schools currently on the programme to provide information on alternate providers

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: None

Looked after children

Nature of impact: None

Veterans

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: None

Working families

Nature of impact: None

Rationale for assessment, including data used to assess the impact: This is a one year programme open to trainees with a recognised degree qualification and there is capacity in the wider system outside of ECC to provide the same provision

What actions have already been taken to mitigate any negative impacts: Not applicable

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: This is a one year programme and there is capacity in the wider system outside of ECC to offer the same provision

What actions have already been taken to mitigate any negative impacts: not relevant

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: not relevant

What actions have already been taken to mitigate any negative impacts: not relevant

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: No

Does your decision / policy involve elements connected to waste?: No

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 27/04/2022

Name of person completing the ECIA: Heather Faulkner

Email address of person completing the ECIA: Heather.Faulkner@essex.gov.uk

Your function: Children, Families and Education

Your service area: Education

Your team: Strategy, Planning & Performance - Workforce Development & Performance

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: anitakemp2@essex.gov.uk