



**Doncaster
Council**

EQUALITY, DIVERSITY AND INCLUSION

DONCASTER METROPLITAN BOROUGH COUNCIL

Due Regard Statement

The Organisation of Learning Provision Strategy

How we show due regard to the equality duty in how we develop our work and in our decision making.

September 2020

Due Regard Statement

A **Due Regard Statement** (DRS) is the tool for capturing the evidence to demonstrate that due regard has been shown when the council plans and delivers its functions. A Due Regard Statement must be completed for all programmes, projects and changes to service delivery.

- A DRS should be initiated at the beginning of the programme, project or change to inform project planning
- The DRS runs adjacent to the programme, project or change and is reviewed and completed at the relevant points
- Any reports produced needs to reference “Due Regard” in the main body of the report and the DRS should be attached as an appendix
- The DRS cannot be fully completed until the programme, project or change is delivered.

1	<p>Name of the ‘policy’ and briefly describe the activity being considered including aims and expected outcomes. This will help to determine how relevant the ‘policy’ is to equality.</p>	<p>The Council has the responsibility to ensure that every child has a school place – this strategy provides the vision and methodology for ensuring that the Council can fulfil this obligation. The document relates to the approval of a revised Organisation of Learning Provision Strategy. The strategy sets out the main challenges that Doncaster faces in meeting demand for learning provision over the next 3 - 5 years, as well as the key approaches through which the Council will meet this need with high quality learning provision in response to the ongoing analysis of local pressures and the changing demand for learning places. This will inform the commissioning of Early Years provision, School Places, and Post 16 development and training and hence help to improve educational outcomes and aspirations in Doncaster.</p> <p>The Authority has school place planning duties under the Education Act 1996. This duty includes:</p> <ul style="list-style-type: none"> • promoting high standards of education and fair access to education; • securing sufficient schools in the area; and • considering the need to secure provision for children with special education needs. <p>The Strategy will assist in ensuring that these responsibilities will be effectively managed and that any potential risks are mitigated.</p>
2	<p>Service area responsible for completing this statement.</p>	<p>Learning Provision Organisation Service Learning and Opportunities: Children & Young People</p>
3	<p>Summary of the information considered across the protected groups.</p> <p>Service users/residents</p>	<p>The Strategy is intended to provide equal opportunities for all children, pupils and students to access appropriate and effective learning provision which demonstrates that we value our young people and provide them with a learning environment that will meet their needs. In addition to the requirements of the Equalities Act, the Organisation of Learning Provision Strategy includes a Diversity statement as follows:</p> <p>“Doncaster Council is committed to being a truly inclusive organisation that promotes equality, achievement and diversity.</p>

Doncaster Workforce

Our work is centered on building meaningful, enduring and respectful relationships across different cultures. The Council is committed to providing an environment which recognises and values people's differences, capitalises on the strengths that those differences bring to the council and supports everyone in maximising their potential to succeed.

Fundamental to this aim is the belief that everyone has the same rights and will be treated fairly and with respect, irrespective of their cultural background, race, religion or belief, disability, gender, sexual orientation, or age. We expect everyone to share and champion inclusion, to challenge and eradicate practices and behaviours that are contrary to this aim, and play an active role in ensuring that all programme and project participants enjoy equality of opportunity.”

All Local Area Plans developed within this Organisation of Learning Provision Strategy will fulfil these expectations through thorough options appraisals and associated impact assessments. Any proposals to change in education provision will also be considered in the light of social and community cohesion both locally and across the LA. The Council will consult all those directly and indirectly affected by any proposals in order to identify concerns and address them.

- Age– These arrangements will have no negative impact on this protected group.
- Disability – These arrangements will have no negative impact on this protected group.
- Race – These arrangements will have no negative impact on this protected group.
- Gender – These arrangements will have no negative impact on this protected group.
- Sexual Orientation – These arrangements will have no negative impact on this protected group.
- Religion and Belief – These arrangements will have no negative impact on this protected group.
- Maternity and Pregnancy - These arrangements will have no negative impact on this protected group.
- Gender Reassignment – These arrangements will have no negative impact on this protected group.
- Marriage & Civil partnership - These arrangements will have no negative impact on this protected group.

Within the LA’s Safeguarding of Children Policy, it is important that solutions to pressures on capacity are developed with due attention to the health and well-being of all children and young

		<p>people. All Organisation of Learning Provision proposals within Local Area Plans will provide a context within which the LA, schools, and other providers, can fulfil all their safeguarding requirements.</p> <p>Ensuring that every young person has access to effective learning provision generating a wide range of opportunity ensures a high quality basic education that gives everyone a basis for the development of their potential, laying the foundation for employability.</p>
4	Summary of the consultation/engagement activities	<p>Discussions have been held with colleagues within Finance, Property and Construction Services, Planning, Housing, Regeneration and Environment and Asset Board regarding the need for a Strategy and its proposed content.</p> <p>Everyone consulted on the original strategy were very positive regarding its development. They welcomed the fact that there would be a clear statement of principles for the Organisation of Learning Provision to ensure that the Council's response to future population growth was well managed and sensitive to local needs and to the needs of particular groups.</p>
5	Real Consideration: Summary of what the evidence shows and how has it been used	<p>Consultees welcomed the fact that there would be a clear and transparent strategy within which the Council would be fulfilling its statutory responsibility to commission Early Years, School, and post 16 provision in a coherent manner so that initial placements will be sound, there will be continuity in learning, and outcomes for all stakeholders will improve.</p> <p>Effective organisation of learning provision for all learners is informed by this strategy and by all associated consultation around the included Local Area Plans. This provides the infrastructure for improved education and skills for all people.</p> <p>Improved learning outcomes will enable more people to pursue safe, healthy, active and independent lives.</p>
6	Decision Making	<p>This Due Regard Statement will be specifically referred to and deliberated within the agenda item at Cabinet meeting on 17 November 2020.</p> <p>The Mayor and Portfolio holder will be provided with the statement in advance of the Cabinet meeting.</p>
7	Monitoring and Review	<p>The Organisation of Learning Provision Strategy is formally overseen by the Learning Provision Organisation Board which reports to the Education and Skills Board via Schools Forum. The</p>

		<p>Learning Provision and Organisation Board has been established to improve outcomes for all children by building strong partnerships, working effectively together, and providing rigorous and regular performance management.</p> <p>Progress at a more operational level is covered under the council's standard performance management framework; and is monitored on an on-going basis.</p>
8	Sign off and approval for publication	<p>Neil McAllister – Learning Provision Organisation Service Manager Learning and Opportunities: Children and Young People</p>