

Equality Impact Assessment - head of service review

Reference: EQIA261573918

Submitted: 16 October 2020 14:06 PM

Executive summary

Title of policy or decision: Expansion of Colne Community School and College, Brightlingsea

Describe the main aims, objectives and purpose of the policy (or decision): To expand Colne Community School and College by 260 places, with effect from 1 September 2021 in accordance with Essex County Council's duty to commission sufficient school places.

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth

Which strategic priorities does this support? - Enable inclusive economic growth: Help people in Essex prosper by increasing their skills

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): Being an expansion there will be no adverse impact upon any of the protected groups mentioned. However, should additional places not be delivered for September 2021 there is a significant risk that children will be without school places in their local area, that longer journeys will need to be made between home and school in order to find alternative schools with spaces and that in an increased number of cases parental preference will not be satisfied.

The building works will be procured by the County Council using framework agreements which it is entitled to use. Contractors experienced in working on projects of this type will be used.

The premises to be provided will need to meet the statutory requirements of the Education (School Premises) Regulations 1999 and the feasibility studies and the final programme will ensure that this happens.

As public buildings, schools are required to provide full accessibility in order to obtain Building Control sign-off. Essex County Council produces a set of employer's requirements which add further interpretation to ensure this is achieved from the early stages of design. Prior to planning permission application Building Control approval is sought to offer earlier compliance confirmation. Any works to expand the building will be fully compliant with the legislation. This builds in a future-proofing dimension to our buildings, ensuring they are accessible for disabled users.

A consultation was conducted by the school between in July 2020. The consultation explained the proposal and was published on the Schools website. Responses to the consultation could be made via letter or email. There were 12 responses to the consultation, with 4 responses being in favour of the proposals and 6 against. 2 responses raised practical concerns about the proposal, and it was not clear if they supported it or not.

Further consultation will be held with the community as part of the planning process, regarding the detailed design of the proposed building works, parking and traffic issues. The school will be engaged as a key stakeholder as part of the design process.

Does or will the policy or decision affect:

Service users: Yes

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: Tendring

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: Yes

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

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Age

Nature of impact: Positive

Please provide more details about the nature of impact: Positive impact for children aged between 11 and 16 years-old, as this proposal will enable more children to access their secondary primary school.

Extent of impact: Medium

Please provide more details about the extent of impact: Local families will be able to access a local school place. Parental preference will remain high as more parents will be able to access a local school provision.

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: 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 EqIA completed: 16/10/2020

Name of person completing the EqIA: Ian Bateman

Email address of person completing the EqIA: Ian.Bateman@essex.gov.uk

Your function: Place and Public Health

Your service area: Sustainable Growth

Your team: School Organisation and Place Planning

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

Email address of Head of Service: joseph.chell@essex.gov.uk