

Equality Impact Assessment

Reference: EQIA134603015

Submitted: 01 August 2019 09:41 AM

Executive summary

Title of policy or decision: To seek the permanent expansion of Freshwaters Primary Academy

Describe the main aims, objectives and purpose of the policy (or decision): To deliver additional accommodation to support the existing 14 classrooms and enable the Academy to operate effectively as a 2FE (420 permanent pupil places) site.

What outcome(s) are you hoping to achieve?: Help people get the best start and age well

Which strategic priorities does this support? - Help people get the best start and age well: Help keep vulnerable children safer and enable them to fulfil their potential

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

Please provide a link to the document / website / resource to which this EqIA relates:

<http://www.freshwatersacademy.org/286/expansion-consultation>

Please upload any documents which relate to this EqIA, for example decision documents:

<http://www.freshwatersacademy.org/286/expansion-consultation>

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): The consultation arising from this proposal was conducted between 11th June 2019 and 9th July 2019, by the Burnt Mill Academy Trust (the Academy's sponsor). The vast majority of respondents supported the expansion of the Academy, with a proportion of those opposing doing so on non-educational grounds (which are addressed by the process, anyway).

Having considered all views expressed, it is our view that the proposal has overwhelmingly positive for the local community, as more parents/ carers will be able to send their children to a preferred local school. No resources are withdrawn by what is proposed. Further, school funding being predominantly pupil-led, the additional admission of children that the proposal creates brings with it extra revenue funding, on top of the capital investment that the expansion requires, thereby improving the learning environment for all children already on its roll.

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?: Harlow

Will the policy or decision influence how organisations operate?: Yes

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

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank.:

No impact on any of the above groups

Action plan to address and monitor adverse impacts

Does your EqlA 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 EqlA completed: 01/08/2019

Name of person completing the EqlA: David Mason

Email address of person completing the EqlA: David.Mason3@essex.gov.uk

Your function: Infrastructure & Environment

Your service area: Infrastructure Delivery

Your team: School Organisation Service

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

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