

Equality Impact Assessment - Originator Review

Reference: EQIA237722241

Submitted: 19 August 2020 14:12 PM

Executive summary

Title of policy or decision: Extending school age range at St Peter's VC School Coggeshall

Describe the main aims, objectives and purpose of the policy (or decision):

To approve the expansion of St Peters Church of England (VC) Primary School, Coggeshall to provide new early education places by having an admission age from 2 years.

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth, Help people get the best start and age well, Help create great places to grow up, live and work

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

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

Which strategic priorities does this support? - Help create great places to grow up, live and work: Facilitate growing communities and new homes

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

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

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

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 Honywood Pre-school based on the local Honywood Secondary school site was offering 16 full time early years places each day to local families with children aged 2 years to 4 years old. This pre-school closed at the end of the Summer 2020 term. Therefore, St Peter's Church of England (VC) Primary school wish to lower their age range to be able to provide early years places from the Autumn 2020 term to replace the ones offered by Honywood Pre-school

The proposal to expand the age range of the School has been brought forward by the School and its Governors. The School undertook formal consultation with to all parents/carers of current pupils and local EY providers during June 2020. This was carried out through letters to all parents, an article held on the school website, published article through the local paper. The consultation sought to establish whether there was support for the proposal to expand the School through the introduction of a nursery provision for 2 to 4 years olds with effect from September 2020

The school received 152 responses to the consultation questionnaire. 144 were supportive of the proposal to include a nursery provision at the School. The 8 that were not in support cited concerns over space on site, the school have reviewed this and are confident that there is sufficient space on the school site. 95 parents that responded indicated that they would be interested in sending their child to the provision

In considering the expansion of the school, the impact on other local provision has been considered. These proposals are not expected to have any detrimental impact upon other provision, as this options re-provides for

the loss in places created by the closure of Honywood Preschool and as such are not new places. The school will also have capacity to meet the predicted increased demand across the district due to local housing developments that are underway.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

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

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

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, Disability - learning disability, Disability - physical impairment, Disability - sensory impairment

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

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics:

- Disabled parking space is very near to the demountable and there is a dropped kerb.
- 2 disabled toilets within the main building, one is quite close to the demountable.
- The steps to the demountable have been recently renovated and are non-slip.
- Building has child height toilets.
- Accessible to a child size wheelchair for which a moveable ramp would be provided for entry.

The demountable is not adult wheelchair accessible. The gap between the internal and external doors is not big enough and the site of the external door does not allow for ramp access at the correct elevation. A short-term solution would be to fit a ramp to the emergency exit if required.

This building will be a short term provision pending an upgrade to a more suitable demountable or building which would be fully accessible.

Age

Nature of impact: Positive

Please provide more details about the nature of impact: The decision is to continue to provide early years provision for local children with the capacity to expand to meet the demand from future housing developments.

Extent of impact: High

Please provide more details about the extent of impact: Transition into school and partnerships with parents will be improved as the proposed provision is on the site of the primary school. The school are currently graded Good by Ofsted and the staff from the previous setting are to be TUPE-d over to the new provision and the previous setting was graded as Outstanding. children will benefit from the continuation of this high quality care under the leadership of a Good School. Continued relationships with known practitioners will support children to

settle, particularly in light of the recent lockdown.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: All early years provision must meet the requirements of the SEND Code of Practice 2014 and be fully inclusive to the needs of children with SEND.

Extent of impact: High

Please provide more details about the extent of impact: Children with learning disabilities benefit from the early intervention and support given by high quality inclusive provision and the support of a SENCO.

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: All early years provision must meet the requirements of the SEND Code of Practice 2014 and be fully inclusive to the needs of children with SEND.

Extent of impact: High

Please provide more details about the extent of impact: Children with Physical impairments will benefit from being supported by high quality inclusive provision and receiving support as early as possible led by an experienced SENCO.

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: All early years settings must provide fully inclusive care and education and also meet the support needs of children with sensory impairments.

Extent of impact: High

Please provide more details about the extent of impact: Children with sensory impairments will benefit from attending high quality Early Years provision and early support from an experienced SENCO.

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?: Yes

What are the mitigating actions?: The demountable is not wheelchair accessible. The gap between the internal and external doors is not big enough for an adult size wheelchair and the site of the external door does not allow for ramp access at the correct elevation. A short-term solution would be to fit removable ramps to the front and emergency doors .

This building will be a short term provision pending an upgrade to a more suitable demountable or building which would be fully accessible.

MITIGATING ACTION- Provision of ramps for the front and emergency door.

Date they will be achieved: 31/10/2020

Which characteristics do these mitigating actions apply to?: Disability - physical impairment

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: 19/08/2020

Name of person completing the EqIA: Andree Race

Email address of person completing the EqIA: Andree.Race@essex.gov.uk

Your function: Children, Families and Education

Your service area: Education

Your team: Strategy, Planning and Performance- Early Years

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

Email address of Head of Service: carolyn.terry@essex.gov.uk