Essex County Council

Equalities Comprehensive Impact Assessment v2 - Head of service review

Reference: ECIA509404261

Submitted: 11 May 2023 17:51 PM

Executive summary

Title of policy / decision: Expansion of Castledon School

Policy / decision type: Cabinet Decision

Overview of policy / decision: Expansion of Castledon School In Wickford. Creation of permanent capacity to replace temporary classrooms.

What outcome(s) are you hoping to achieve?: Improved education facilities for children and young people with special educational needs.

Executive Director responsible for policy / decision: Helen Lincoln (Children, Families & 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?: Annual review of educational outcomes and progress for individual children. Quality assurance of the school.

Will this policy / decision impact on:

Service users: Yes

Employees: No

Wider community or groups of people: No

What strategic priorities will this policy / decision support?: High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Environment: Transport and built environment

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence, Carers

Which strategic priorities does this support? - Families: Education outcomes, Outcomes for vulnerable children, Levelling up outcomes for families

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

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: Positive

Extent of impact: Medium

Disability - learning disability

Nature of impact: Positive

Extent of impact: Medium

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Medium

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Medium

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: Medium

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: Castledon is a school for children with

special educational needs. It supports children with a wide spectrum of need. The school is over capacity and the additional space will support better outcomes.

What actions have already been taken to mitigate any negative impacts?: N/!

How could you strengthen any positive impact(s)?: Regular reviews of individual pupil progress and quality assurance of the school.

Levelling up - Priority areas & cohorts

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

Nature of impact: Positive

Extent of impact: Medium

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

Residents of Harlow

Nature of impact: None

Residents of Jaywick and Clacton

Nature of impact: None

Residents of Harwich

Nature of impact: None

Residents of Basildon (Town) housing estates

Nature of impact: None

Residents of Canvey Island

Nature of impact: None

Residents of Colchester (Town) - Housing Estates

Nature of impact: None

Residents of Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Castledon is a special school supporting a wide range of need for children with a spectrum of need.

What actions have already been taken to mitigate any negative impacts?: N/A

How could you strengthen any positive impact(s)?: Regular review of individual children's progress.

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

People who experience drug and alcohol dependence

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Victims of modern slavery

Nature of impact: None

Carers

Nature of impact: None

Looked after children / care leavers

Nature of impact: None

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: None

People on low income

Nature of impact: None

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: None

Gypsy, Roma, and Traveller communities

Nature of impact: None

People with multiple complex needs or multi-morbidities

Nature of impact: None

Rationale for assessment, including data used to assess the impact: N/A

What actions have already been taken to mitigate any negative impacts?: N/A

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: N/A

What actions have already been taken to mitigate any negative impacts?: N/A

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: N/A

What actions have already been taken to mitigate any negative impacts?: N/A

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: Yes

Have you calculated the predicted operational energy demand and the carbon emissions (both operational and embodied) impact of the development / infrastructure / building?: Yes

Please provide details: School building projects are delivered to the appropriate environmental specifications.

Does your proposal align with the Net Zero Carbon (in operation) definition being promoted through best practice and emerging planning responses at ECC?: Yes

Please provide details: The new buildings will have a net zero design and so will have the outcome of generating renewable energy and using energy efficient construction methods to mitigate their carbon impact.

Have you assessed the upfront embodied carbon emissions (building life cycle stages A1-A5) of your proposed project and have you set targets in line with best practice to reduce embodied carbon emissions?: Yes

Please provide details: ECC is committed to reducing carbon emissions within our project schemes, which incorporate initiatives and technologies such photo-voltaic panels, LED lighting and air source heat pumps. These aspire to ensure buildings achieve net zero in operation, in line with the county council's commitment to being a net zero carbon authority.

Your development needs to be resilient to projected climate risks including flooding, overheating and subsidence. Please outline how you will achieve this: ECC looks at all schemes to be developed to the appropriate relevant weather file standards (i.e London Gatwick or Norwich 2050 weather file), These are assessed throughout both the viability and construction stage, to ensure risks are captured and subject to surveys and the appropriate ground solutions are utilised.

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: Yes

The use of existing buildings will always have a climate impact because it requires energy consumption. Please outline how you will mitigate against this impact: This development mitigates consumption by utilising carbon neutral initiatives with technologies such as Photovoltaic Panels, LED Lighting and Air Source Heat Pumps.

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): No

Are you undertaking a procurement exercise?: Yes

Please confirm for purchase over £100k that you have a carbon reduction plan as part of your procurement: Yes

Please list which climate TOMS (Themes, outcomes & measures) you have included in your procurement and the weighting these have been given: ECC is undertaking the procurement process via ECF2 two stage design & Build process. The design is aimed to achieve net zero in operation demonstrating the use of initiatives such as P.V's, LED Lighting and Air Source Heat Pumps.

Does your decision / policy involve the purchase of goods or materials?: Yes

Have you considered making use of goods / materials that already exist in the organisation, or using second-hand equipment?: Yes

Will you purchase goods that are durable and long lasting, and can be easily maintained or repaired?: Yes

Will you source goods / materials from a local provider where possible?: Yes

Will you use goods or materials made with recycled content and / or recyclable at the end of their life?: Yes

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: Yes

Most of our activities will generate waste so it is important that this waste is managed properly. Generally, the more waste produced the greater the greenhouse gas impact. What approaches are in place to maximise reuse, recycling and composting of any waste generated by this decision? Please specify how you are:

Measuring the amount of waste being generated and setting targets to reduce, for example setting reuse requirements: Disposal of waste will be managed by the contractor.

Requiring recycling - such as setting targets for waste recycled, or providing facilities to recycle: As above

Operating the service in a digital way to reduce use of material resources: As above

Sharing goods and services with others to reduce resource use: As above

Donating or selling materials and products that are no longer required to keep them in use elsewhere: As above

Avoiding over-packaged or difficult to recycle goods: As above

Avoid single-use items, in particular single use plastic: As above

Recycling and composting waste where applicable: As above.

Where will waste be treated and disposed of? This includes general rubbish and recycling: As above.

Nature of impact

Built Environment / Energy: Positive

Sustainable Transport / Travel: None

Waste: None

Extent of impact

Built Environment / Energy: Low

Rationale for assessment, including data used to assess the impact: The new build will be designed and constructed using current environmental standards, achieving net zero in design, and energy efficiency will be modelled as part of the design process.

What actions have already been taken to mitigate any negative impacts?: N/A

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?: Yes

What are the mitigating actions?: Individual pupil progress will be measure via the annual review progress and there will be ongoing QA and support for the school.

Date they will be achieved: 03/09/2023

Which characteristics do these mitigating actions apply to?: Age,Disability - learning disability,Disability - mental health issues,Disability - physical impairment,Disability - sensory 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 ECIA completed: 20/04/2023

Name of person completing the ECIA: Ralph Holloway

Email address of person completing the ECIA: ralph.holloway@essex.gov.uk

Your function: Children, Families and Education

Your service area: Education

Your team: SEN Strategy and Innovation

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

Email address of Head of Service: clare.kershaw@essex.gov.uk