

Equality Impact Assessment - head of service review

Reference: EQIA267637131

Submitted: 04 November 2020 10:08 AM

Executive summary

Title of policy or decision: The Helena Romanes School, Dunmow – a new learning village including primary provision

Describe the main aims, objectives and purpose of the policy (or decision): The objective of this proposal is to secure the expansion of The Helena Romanes School to include 420 primary school places as part of a learning village on Buttley's Way in Gt Dunmow, to meet growing demand for primary age places in the local area.

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)

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): A consultation has been carried out (September 2020) by the Academy, to test the community's reaction to what is proposed. There were two responses, neither of which were objections. The first sought assurance (which was given) on the way a building project could be carried out on the HRS site without impacting upon existing pupils and particularly those sitting examinations. The second raised concerns about increased traffic around the Academy, which has explained to that parent that the scope for increased traffic is, in actuality, far lower than this respondent fears.

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.

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?: Uttlesford

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: No impact on any of the above groups

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: This decision enhances the educational offer to local parents. Further, should school capacity not increase in this area then there is a risk that local parents will have to travel beyond it to secure school places for their children, which is where the real negative impact would lay for them.

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: 04/11/2020

Name of person completing the EqIA: David Mason3

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

Your function: Place and Public Health

Your service area: Sustainable Growth Directorate

Your team: School Organisation Service

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