

## Equality Impact Assessment

Reference: EQIA362021829

Submitted: 09 September 2021 10:56 AM

### Executive summary

**Title of policy or decision:** The proposed expansion of Ormiston Rivers Academy, Burnham-on-Crouch

**Describe the main aims, objectives and purpose of the policy (or decision):** To deliver more secondary school places in a local area, so that more children may attend a preferred school within closer proximity of where they live.

**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 EqlA relates:**

<https://www.essex.gov.uk/school-organisation-and-place-planning/consultations-and-statutory-proposals>

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

<https://www.essex.gov.uk/school-organisation-and-place-planning/consultations-and-statutory-proposals>

### 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):** This is a school expansion, which will also improve the learning environment for pupils already at Ormiston Rivers Academy. No resources are withdrawn by what is proposed, and the potential impact upon the local community is that more parents/ carers will be able to send their children to a preferred local school.

A consultation has been carried out (March/ April 2021), to test the community's reaction to what is proposed. There were 133 positive responses. Some concerns were also raised, the principle ones being that the Academy was too small to take additional pupils and had too few staff to teach them. Both issues are mitigated within what is planned, as the expansion will be delivered through the provision of extra accommodation and additional teaching staff will be employed to ensure that the Academy has staff numbers that are appropriate to its new size. Having considered these concerns, the Ormiston Academies Trust has signalled its contentment to proceed with the proposal on the terms that were presented to the local community, and will seek the permission of the Regional Schools Commissioner to expand in size using ECC funding.

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?:** Maldon

**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:** Not applicable, as there is no negative impact on any protected group.

## 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:** 09/09/2021

**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