

# Equality Impact Assessment

## Context

1. under s.149 of the Equality Act 2010, when making decisions, Essex County Council must have regard to the Public Sector Equality Duty, ie have due regard to:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - gender and sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. The EqIA will be published at:  
<http://cmis.essexcc.gov.uk/essexcmis5/BusinessManager.aspx>
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decisions** and **Cabinet Reports must be** accompanied by an EqIA.
9. For further information, refer to the EqIA guidance for staff.
10. For advice, contact:  
Shammi Jalota [shammi.jalota@essex.gov.uk](mailto:shammi.jalota@essex.gov.uk)  
Head of Equality and Diversity  
Corporate Law & Assurance  
Tel 0330 134592 or 07740 901114



## Section 1: Identifying details

Your function, service area and team: Corporate and Customer Services, School Organisation Team

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team: N/A

Title of policy or decision: Proposed expansions of The Stanway School and Philip Morant School and College, Colchester

Officer completing the EqlA: Ian Bateman Tel: 03330 131071 Email: ian.bateman@essex.gov.uk

Date of completing the assessment: 21 April 2016

## Section 2: Policy to be analysed

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|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.1 | Is this a new policy (or decision) or a change to an existing policy, practice or project? New project                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 2.2 | <p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>This proposal is driven by the County Council's corporate objective to deliver the best possible educational outcomes for children attending schools within its administrative border, in this particular case those at The Stanway School and Philip Morant School and College, Colchester.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>Colchester has experienced a significant rise in the demand for secondary places in recent years as a result of new housing developments, rising births and families with young children moving into the area (inward migration).</p> <p>Essex County Council must meet its statutory duty to ensure that each child within its administrative border has a school place available to them. As part of a package of measures coming forward to meet the forecast demand, the Academy Trusts of The Stanway School and Philip Morant School and College have agreed to accommodate students. 60 additional Year 7 students above existing levels each year will be admitted to Philip Morant and 54 additional Year 7 pupils each year will be admitted to The Stanway School. Overall, across Year 7 to Year 11, 570 additional places will be created.</p> |
| 2.3 | <p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"><li>• service users</li><li>• employees</li><li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |



	<p>As the schools will be expanding there will be no adverse impact upon any of those groups mentioned above. However, should additional places not be delivered for September 2017 then there is a significant risk that children will be without school places in their local area, that longer journeys will need to be made between home and school in order to find alternative schools with spaces and that in an increased number of cases parental preference will not be satisfied.</p> <p>The schools will manage the expansion projects themselves, in line with a funding agreement with the local authority. The premises to be provided will meet the statutory requirements of the Education (School Premises) Regulations 1999 and the feasibility studies and final build programmes will ensure that this happens.</p> <p>The schools' buildings, as public buildings, are required to provide full accessibility in order to obtain Building Control sign-off, before they can be used as schools. 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. Therefore any works to the building will be fully compliant with the legislation. This builds in a future-proofing dimension to the buildings, ensuring they are accessible for disabled users.</p> <p>Will the policy or decision influence how organisations operate?</p> <p>No.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>No resources are reduced or withdrawn by the expansion of a school. Rather, there is appropriate capital investment to accommodate additional pupils and, school funding being largely pupil-led, these pupils generate additional resources for schools that have been the subject of expansions.</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>Corporate Plan 2013-2018</p> <ul style="list-style-type: none"> <li>• Enabling every individual to achieve their ambitions by supporting a world-class education and skills offer in the county.</li> <li>• Helping Essex residents achieve their full potential through learning.</li> </ul>



## Section 3: Evidence/data about the user population and consultation<sup>1</sup>

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified?</p> <p>The percentage of pupils at Stanway in January 2015 who were identified as White British was 88.9% and at Philip Morant 87.8%, compared with a figure of 82.8% accross the district of Colchester as a whole in the same age range. The expansions will increase the number of pupils to be admitted each year and it will not change the arrangements for admission to Year 7 (beyond making more places available and thereby better satisfying parental preference, as previously stated). A higher number of children from the same community will therefore have the opportunity to access education at The Stanway School and Philip Morant School and College. There is no reason to suggest that the proposed expansions of the schools will affect the above percentages directly.</p>
3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>The schools will carry out consultation with the community as part of the planning process, regarding the detailed designing of the proposed building works. The schools also be required to evidence to the Secretary of State that consultation about the expansions has been completed. Initial indications for the engagement which has taken place so far suggests that the community is supportive of additional places being provided at popular and successful schools.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary:</p> <p>As above, consultations on behalf of both schools will be carried out over the next two or three months.</p>

<sup>1</sup> Data sources within EEC. Refer to Essex Insight:  
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>  
with links to JSNA and 2011 Census.



## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Age	Positive, for children aged between 11 and 16 years-old.	M
Disability	Neutral	L
Gender	Neutral	L
Gender reassignment	Neutral	L
Marriage/civil partnership	Neutral	L
Pregnancy/maternity	Neutral	L
Race	Neutral	L
Religion/belief	Neutral	L
Sexual orientation	Neutral	L
<b>Cross-cutting themes</b>		
Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
Socio-economic	Neutral	L
Environmental, eg housing, transport links/rural isolation	<b>Neutral</b>	<b>L</b>



## Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If ' <b>YES</b> ', use the action plan at <b>Section 6</b> to describe the adverse impacts and what mitigating actions you could put in place.



## Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.



## **Section 7: Sign off**

**I confirm that this initial analysis has been completed appropriately.  
(A typed signature is sufficient.)**

Signature of Head of Service: Paul Crick

Date: 28/04/16

Signature of person completing the EqlA: Ian Bateman

Date: 21/04/16

## **Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

