

Equality Impact Assessment - head of service review

Reference: EQIA226514268

Submitted: 13 July 2020 09:32 AM

Executive summary

Title of policy or decision: Amalgamation of St George's Infant School and Nursery and St George's New Town Junior School, Colchester

Describe the main aims, objectives and purpose of the policy (or decision): To amalgamate St George's Infant School and Nursery and St George's New Town Junior School, with effect from 1 January 2021

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth

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

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): Being an amalgamation, there will be no adverse impact upon any of the protected groups mentioned. However, should ECC not amalgamate the schools, the infant school would be required to find a headteacher to replace the interim arrangements, which will cease in December 2020. A key driver for the amalgamation is to secure improved outcomes at the infant school, ensuring pupils who attend the school have fair access to high quality education.

The percentage of pupils at the schools in January 2020 who were identified as White British was 69.6% in the infant school and 74.3% in the junior school, compared with a figure of 76.3% across the Colchester District as a whole in the same age range. The creation of the primary school will not change the arrangements for admission to Reception year, meaning that the same number of children within the local community will have the opportunity to access education at the new primary. There is no reason to suggest that any element of the proposal will affect these percentages directly.

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?: Colchester

Will the policy or decision influence how organisations operate?: No

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

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: 13/07/2020

Name of person completing the EqIA: Ian Bateman

Email address of person completing the EqIA: Ian.Bateman@essex.gov.uk

Your function: Place and Public Health

Your service area: Economic Growth

Your team: School Organisation and Place Planning

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