

Equalities Comprehensive Impact Assessment v3 - Head of service review

Reference: ECIA581395142

Submitted: 30 April 2024 08:42 AM

Executive summary

Title of policy / decision: The Helena Romanes School, Great Dunmow

Policy / decision type: Cabinet Decision

Overview of policy / decision: Transferring a capital contribution to the Department for Education (DfE) to enable the construction of a new school for Helena Romanes School as an All-Through School at Stortford Road, Great Dunmow.

What outcome(s) are you hoping to achieve?: This will help Essex County Council (ECC) to deliver on the following key commitments set out in Everyone's Essex – Our plan for levelling up the county: 2021-2025.

1. Achieving Net Zero: A new school site will be provided close to where additional demand is anticipated from new homes, thereby minimising the need to travel. Any new school would be built to the DfE's 2022 specification for aiming towards Net Zero.

2. Supporting high quality education outcomes: High-quality new provision would enable children to learn and teachers to teach in the most conducive environment for success.

However, ECC itself will not be taking forward the building project directly, as the remit for doing so falls to the DfE (as noted within the Overview above). This is because the school concerned is an Academy.

Executive Director responsible for policy / decision: Helen Lincoln (Children, Families & Education)

Cabinet Member responsible for policy / decision: Cllr Tony Ball (Education Excellence, Life Long Learning and Employability)

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?: Additional school places/provision will be delivered in Great Dunmow to align with anticipated demand.

Will this policy / decision impact on:

Service users: Yes

Employees: No

Wider community or groups of people: Yes

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: Net zero, Transport and built environment, Green communities

Which strategic priorities does this support? - Health: Healthy lifestyles, Levelling up health

Which strategic priorities does this support? - Families: Education outcomes, Family resilience and stability, Levelling up outcomes for families

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

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: None

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: Too early for impact to be known

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: There will be a positive impact for local children of primary school age, and also a positive impact on the local community for health inclusion & wellbeing. These impacts have been rated medium, as they are confined to a specific area of the county.

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

How could you strengthen any positive impact(s)?: N/A

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: Low

Children on Free School Meals

Nature of impact: Too early for impact to be known

Working families

Nature of impact: Positive

Extent of impact: Medium

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Positive

Extent of impact: Medium

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: The All Through School will be able to cater for pupils with differing needs including SEN/ Additional Needs cases, appropriate for support in a mainstream school setting.

Low-income families may be able to access Free School Meals.

Positive impact due to offering more primary school places within the local community.

The All Through School will cater for ages 4-18 with early engagement on preventing children from becoming NEET.

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

How could you strengthen any positive impact(s)?: N/A

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: Too early for impact to be known

Looked after children / care leavers

Nature of impact: Positive

Extent of impact: Medium

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: Too early for impact to be known

Sex workers

Nature of impact: None

Ethnic minorities

Nature of impact: Too early for impact to be known

Gypsy, Roma, and Traveller communities

Nature of impact: None

People with multiple complex needs or multi-morbidities

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: More places will be available for the local community to access, which may contain individuals classified within the groups that have been marked positive.

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

How could you strengthen any positive impact(s)?: 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: Too early for impact to be known

People living in coastal areas

Nature of impact: None

People living in urban areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Nothing listed is strictly applicable to

the proposal.

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: Too early for impact to be known

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: Too early for impact to be known

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: Too early for impact to be known

Families before, during and after couple separation

Nature of impact: Too early for impact to be known

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: More availability of school places in the local area has the capacity to have a positive impact on individuals in some of the listed circumstances, although the precise impact will be unknown until the new school has pupils on its roll.

Crime & Disorder

Crime and disorder

Nature of impact: None

The misuse of drugs, alcohol and other substances

Nature of impact: None

Re-offending

Nature of impact: None

Serious violence

Nature of impact: None

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

Nothing listed is relevant to the proposal.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:

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

N/A

How could you strengthen any positive impact(s)?:

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: Building a new net zero All Through School based upon the DfE 2022 specification. There will be outside recreational/green spaces for the pupils as well as playing fields.

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 DfE will appoint a contractor and manage the project, having received a budget £9m from ECC. It is not unreasonable to assume that the DfE's specification will align with Net Zero in the same way that an ECC led project would.

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?: No

Your development needs to be resilient to projected climate risks including flooding, overheating and subsidence. Please outline how you will achieve this: As previously stated, it is not unreasonable to assume that this issue is covered within the DfE's specification for appointing a contractor. ECC has provided the budget, but the DfE is leading on delivery.

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: No

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?: No

Does your decision / policy involve the purchase of goods or materials?: No

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: No

Nature of impact

Built Environment / Energy: Positive

Sustainable Transport / Travel: Positive

Waste: None

Extent of impact

Built Environment / Energy: High

Sustainable Transport / Travel: Medium

Rationale for assessment, including data used to assess the impact: The new school will hold a significant benefit for the local community, including families and children.

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?: 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 ECIA completed: 29/01/2024

Name of person completing the ECIA: David Mason, with Equalities Team input

Email address of person completing the ECIA: davidmason3@essex.gov.uk

Your function: Economy, Investment and Public Health

Your service area: Sustainable Growth

Your team: School Organisation and Planning

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

Email address of Head of Service: monica.bird@essex.gov.uk