

## Equality Impact Assessment - head of service review

Reference: EQIA173944437

Submitted: 11 February 2020 09:49 AM

### Executive summary

**Title of policy or decision:** Proposed expansion of Stebbing Primary School, Uttlesford

**Describe the main aims, objectives and purpose of the policy (or decision):** To add an additional 10 Reception Year places at the school year-on-year, so that its capacity grows to 210 places by 2026.

**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):** Working in partnership with the school, a consultation with stakeholders was conducted between 8 January 2020 and 5 February 2020. Objections came on the basis that some members of the community would not wish to see resource added to the school, and much of this was informed by non-educational concerns most appropriately addressed at a different stage in the process. However, the school remain keen to expand as they are currently unable to accommodate children who live in the village. ECC must balance the needs of existing parents against the needs of future ones, and also those of the school, which will gain organisational benefits from the proposal happening (e.g. the removal of mixed-age teaching) and financial ones, both in terms of a significant capital investment to improve the school environment and increased revenue funding, this being largely driven by pupil numbers on roll. No resources are withdrawn by an expansion proposal, but rather the educational offer that a school can make to its community is enhanced.

**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

### 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:** 11/02/2020

**Name of person completing the EqIA:** David Mason3

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

**Your function:** Infrastructure & Environment

**Your service area:** Infrastructure Delivery

**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