

## Equality Impact Assessment

Reference: EQIA176276799

Submitted: 19 February 2020 16:55 PM

### Executive summary

**Title of policy or decision:** Langenhoe School closing their nursery provision and reverting age of intake to 4-11.

**Describe the main aims, objectives and purpose of the policy (or decision):** To approve closure of nursery provision at Langenhoe Community Primary School and revert to the school intake to 4-11 years from September 2020.

The reason for this decision is because the numbers of children on the register are low, which means the nursery is not financially viable.

The school's governing body has a duty to ensure the school's budget is not affected by the financial pressures the nursery is under.

**What outcome(s) are you hoping to achieve?:** Transform the council to achieve more with less

**Which strategic priorities does this support? - Transform the council to achieve more with less:** Limit cost and drive growth in revenue

**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 EqIA relates:** N/A

**Please upload any documents which relate to this EqIA, for example decision documents:** N/A

### 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):** The School have undertaken the required consultation with the local community and no clear opposition to the closure was expressed.

An early years and childcare provider has opened a new facility nearby, which offers flexible full day care from birth to local families. The School are unable to offer provision for children this young

EYCC Summer 2018 sufficiency data indicates that there are sufficient numbers of early years and childcare places available in the neighbouring wards, that will meet the needs of local families if the Langenhoe Primary nursery was to close with effect from September 2020.

The demographics of the children in the locality and neighbouring rural schools on the outskirts of Colchester (school wards of Mersea and Pyleet, Marks Tey and Layer and Brightlingsea) indicate that the average Good Level of Development (GLD) at the end of the Early Years Foundation Stage (EYFS) in 2019 for this group was 72.5%

from this group of 287 children, 10% are part recorded as living in households of economic disadvantage, 11% are children from a BME background, 4% are children learning English as their Additional Language and 11% are children with Special Educational Needs and/or Disabilities.

**Does or will the policy or decision affect:**

**Service users:** Yes

**Employees:** Yes

**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?:** 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:** Age, Pregnancy / maternity

**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:**

it has been established that there is adequate alternative provision available in the local area for any children requiring an early years place.

## Age

**Nature of impact:** Adverse

**Please provide more details about the nature of impact:** This decision will mean that the school no longer has an on site nursery for young children in the locality.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** There are currently 19 children on roll at the nursery but 16 of these children will leave the nursery at the end of the Summer Term at the same time as it closes, and transition to school in the September. This leaves 3 children who all access the school nursery as well as other local provision at other times and the parents of these children are able to increase the hours they attend the other provision once the school nursery closes.

For younger children who would have attended in the future, ECC Sufficiency data for Early Years indicates that there is adequate other provision in the area.

## Pregnancy / maternity

**Nature of impact:** Neutral

**Please provide more details about the nature of impact:** The teacher in the nursery will start maternity leave at the end of the summer term and will return to work no earlier than January 2021. Another teacher in the staff team is also on maternity leave. Currently, neither teacher has made a decision on whether they will return to work and if they do return, if this will be fulltime.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** Because of the situation detailed above, the teacher who will not have a position to return to in the school nursery, may be able to take the vacancy left by the other

teacher or they may decide to job share the role between them.

## **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:** 19/02/2020

**Name of person completing the EqIA:** Andree Race

**Email address of person completing the EqIA:** Andree.Race@essex.gov.uk

**Your function:** Social Care & Education

**Your service area:** Strategy, Planning and Performance

**Your team:** Early Years Strategy

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

**Email address of Head of Service:** carolyn.terry@essex.gov.uk