

Equality Impact Assessment - head of service review

Reference: EQIA160384867

Submitted: 05 December 2019 15:22 PM

Executive summary

Title of policy or decision: Forest Hall Academy Expansion from PAN 112 to PAN 130 for September 2020

Describe the main aims, objectives and purpose of the policy (or decision): To procure a contractor to expand Forest Hall Academy, Stansted by the remodelling of internal space to allow the school to operate at a PAN of 130 (650 permanent pupil places), in accordance with Essex County Council's duty to commission sufficient school places

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)

Please provide a link to the document / website / resource to which this EqIA relates:

<https://www.foresthallschool.org/>

Please upload any documents which relate to this EqIA, for example decision documents:

<https://www.foresthallschool.org/>

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 completed a formal consultation on its expansion proposals, as per the statutory guidelines for Academies. The consultation period ran from 10th October 2019 - 7th November 2019. Thirty one (31) responses were received, with 27 in favour and 4 against. Those who responded against the expansion proposal, raised issues that fell into two areas:

- a) Making the school bigger, ruins the small feel of the school
- b) Wanted a sixth form included in the expansion

The first issue will be addressed by the school in ensuring the school maintains its sense of character. The second issue of including a Sixth Form sits outside the Local Authority's power, as Post-16 education is the responsibility of the Education Skills & Funding Agency.

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: 05/12/2019

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