

## Equality Impact Assessment - head of service review

Reference: EQIA162455032

Submitted: 18 December 2019 14:18 PM

### Executive summary

**Title of policy or decision:** New Primary School on Gilden Way, incorporating the relocation and expansion of Harlowbury Primary School for September 2021

**Describe the main aims, objectives and purpose of the policy (or decision):** To improve the educational offer for parent/ carers in Harlow East by delivering a brand new, purpose built 420-place primary school in the local area, and potentially move a neighbouring Academy into those buildings to provide an upgraded learning environment for children who would otherwise be educated in buildings nearing the end of their useable life.

**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?:** new 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 Templefields Multi Academy Trust, ECC completed a formal consultation on its relocation and expansion proposals for Harlowbury Primary School. The consultation period ran from 2nd October 2019 to 13th November 2019. Twenty-one (21) responses were received from the on-line survey, with 95% in favour and 5% against. The individual who responded against the relocation and expansion proposal did so on the grounds of being unaware that a consultation was taking place. However, an advert was placed in a local newspaper at an appropriate time to announce the consultation, and that same advert text was displayed on the Academy's gate for at least a week before the public engagement sessions took place. There was a clear appreciation of the educational merits these proposals could bring, expressed by other stakeholders throughout the consultation period.

**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?:** Harlow

**Will the policy or decision influence how organisations operate?:** Yes

**Will the policy or decision involve substantial changes in resources?:** Yes, in a positive way.

**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 negative 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:** 18/12/2019

**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