

Equality Impact Assessment

Reference: EQIA158955321

Submitted: 27 November 2019 08:29 AM

Executive summary

Title of policy or decision: Expansion of West Hatch High School, Chigwell

Describe the main aims, objectives and purpose of the policy (or decision): To expand West Hatch High School to serve the higher demand for secondary school places in the Chigwell/ Loughton area from the Autumn term 2020.

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): A consultation on expansion was conducted by the School between 14th November 2016 and 12th December 2016. Five responses were received in total, one from the Parish Council which was extremely positive. Two responses came from parents, asking whether a proportionate expansion to catering facilities would accompany the proposed increase in pupil numbers. Two consultation responses were unsupportive; one from a parent on the grounds of the general impact additional pupils might have upon the School and the other from a Redbridge Headteacher, who was concerned for a neighbouring colleague already low on Yr. 7 numbers, which was a situation that the proposal could exacerbate. The Local Member for Chigwell and Loughton Broadway (Councillor John Knapman) said that he would support the proposal if it meant that more Chigwell children were able to attend the School.

Having considered all views expressed, it is our view that the proposal has overwhelmingly positive for the local community, as more parents/ carers will be able to send their children to a preferred local school. No resources are withdrawn by what is proposed. Further, school funding being predominantly pupil-led, the additional admission of children that the proposal creates brings with it extra revenue funding, on top of the capital investment that the expansion requires, thereby improving the learning environment for all children already on its roll.

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?: Epping Forest

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

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: N/A

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: 27/11/2019

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