

Department/Service	Children and Families	Equality Impact Assessment		
Ref	CHI (AA)	Officer responsible for the assessment	Rob Hyde	
Name of policy procedure function being assessed	Approval to commence statutory consultation on the expansion of Oakefield Primary And Nursery School from 1.5FE to 2FE and thus provide an additional 105 school places, with a proposed completion date of September 2012.		Start date of assessment	11/11/11
Are there are any other policies or procedures associated or linked with this one.	<ul style="list-style-type: none"> • Children and Families Department Capital Strategy 2011/12 • Statutory consultation is required for this proposal as the changes, if approved, will fall within the category of a significant enlargement. The additional accommodation proposed for Oakefield Primary & Nursery School would increase the capacity by more than 30 pupils and by more than 25%. • The Local Authority must comply with statutory requirements as set out in The Education and Inspections Act 2006 (EIA 2006) and The School Organisation (Prescribed Alterations to Maintained Schools)(England) Regulations 2007 (as amended by The School Organisation and Governance (Amendment)(England) Regulations 2007 which came into force on 21 January 2008 and The School Organisation and Governance (Amendment)(England) Regulations 2009 which came into force on 1 September 2009). 			
Briefly describe the aims, objectives and outcomes of the policy / procedure / function	The proposal will develop additional school places in a local Primary school. The proposal will have a significant positive impact on the current projected shortfall in school places in Crewe and have at worst a neutral impact on vulnerable and minority groups in the Community.			

	<p>The Crewe Local Area Partnership (LAP) has 21 primary schools and 5 secondary schools covering the areas of Crewe, Nantwich, Sandbach, and Shavington. The total primary school capacity across this area is 7002 pupil places, 14 of these primary schools are located within Crewe town providing 4925 pupil places for this area.</p> <p>The 14 Crewe town primary schools currently provide a total of 708 reception places. However, for Reception 2011 pupils the Authority faced a shortfall and to date has received and placed 750 applications resulting in several schools admitting over their published admission number (PAN) to accommodate these additional pupils.</p> <p>Pupil forecasts for Crewe indicate that there will be a shortfall of places with only 1% and 2% vacancies across all 14 schools by 2015 and 2016. This gives an average number of vacancies per school of less than one place per year group for 2016.</p> <p>The authority is therefore proposing some long term measures, including the proposed expansion of Oakefield Primary & Nursery School.</p> <p>In making this recommendation the authority has given consideration to a number of issues including the number of pupils in each school's catchment area, the number of first preferences received for each school, the current size of the school together with the school sites and those suitable for expansion and the likely costs of extension. Suitable schools also needed to be central to the area of Crewe where the extra places are required.</p>
Who is intended to benefit from this policy –procedure – function?	Young Children and their parents in the Crewe Town area
What factors could contribute to or detract from the outcomes?	<ul style="list-style-type: none"> • Not being able to proceed to consultation and therefore add to the project timeline would affect the timeline to deliver the development by September 2012. • Having a flawed consultation exercise which would breach the Local Authorities statutory

	requirements as set out above.		
Who are the main stakeholders in relation to the policy – procedure- function? (Please consider key equality groups)	<ul style="list-style-type: none"> • Head Teachers in schools in Crewe • Children, parents and carers in Cheshire East 		
Who is responsible for the policy – procedure – function?	Rob Hyde		
<p>To take us forward in:</p> <p>(a) eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;</p> <p>(b) advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</p> <p>(c) fostering good relations between persons who share a relevant protected characteristic and persons who do not share it</p>			
Please identify any impact (Positive / Negative) this policy, procedure, function or service will have on the following protected characteristics:			
Age - Is there an impact?	Yes - positive	No	<p>Comments/Actions:</p> <p>This will positively impact on the number of school places for young people at Primary school age in the Crewe area.</p>
Carers – Is there an impact?	Yes - positive	No	<p>Comments/Actions:</p>

			The proposal will have a marginally positive impact on persons with dependents and will offer greater parental choice for those families with wider caring responsibilities.
Disability - Is there an impact?	Yes - positive	No	<p>Comments/Actions:</p> <p>The proposal will have a marginally positive impact on young people and parents with a disability because the provision of additional places will overall provide sufficient places closer to peoples place of residence. The proposal will also offer greater parental choice for those families with wider caring responsibilities for household members with a disability.</p>
Gender	Yes	No – neutral	<p>Comments/Actions:</p> <p>The Local Authority is bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect. There is an equal gender balance. Girls represent 49% of the Oakefield pupils with boys 51%. This represents a similar school population demographic across all Crewe Wards with 50% male and 50% female.</p>
Gypsies & Travellers - Is there an impact?	Yes - positive	No	<p>Comments/Actions:</p> <p>The Local Authority is bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect however 1.29% of Oakefield pupils have identified themselves as being from the gypsy/traveller community. Across the Crewe Ward 0.35% are identified within this group. The proposal therefore has the potential to be slightly positive for this minority group.</p>

Race – Is there an impact?	Yes	No - neutral	<p>Comments/Actions:</p> <p>The Local Authority is bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect. Oakefield has a very typical racial make-up:</p> <p>Race is recorded as the following from Oakefield school:</p> <ul style="list-style-type: none"> • 96% White • 3% Mixed/Dual Background • 0.5% Asian or Asian British • 0.5% Black or Black British <p>Across all wards in Crewe the following data is recorded:</p> <ul style="list-style-type: none"> • 93% White • 3% Mixed/Dual Background • 2% Asian or Asian British • 1% Black or Black British • 1% Other Groups
Religion & Belief- Is there an Impact?	Yes	No – neutral	<p>Comments/Actions:</p> <p>The Local Authority is bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect.</p> <p>The proposal is applicable to all irrespective of religious belief.</p>
Sexual Orientation -Is there an impact?	Yes	No - neutral	<p>Comments/Actions:</p> <p>The LA does not collect data on the sexual orientation of young</p>

			people. However, there is no evidence to suggest the proposal will have any adverse impact on children within this group. Indeed, all of the proposals enhance equality.
Transgender - Is there an impact?	Yes	No - neutral	<p>Comments/Actions:</p> <p>There is no evidence to suggest that the proposal will have any adverse impact on children/young people in terms of Transgender.</p> <p>Individuals who are vulnerable due to transgender may find no change.</p>
Other socio-economic disadvantaged groups (including white individuals, families and communities) Is there an impact?	Yes - positive	No	<p>Comments/Actions:</p> <p>It is considered that the proposal will have a positive impact on those children/young people included in this group because 46% of pupils within Oakefield school (Reception to Year 6) are eligible for free school meals. Across all of the Crewe Wards only 28% are eligible.</p>
Please give details of any other potential impacts of this policy (i.e. Poverty & deprivation, community cohesion, environmental)	Yes	No - neutral	<p>Comments/Actions:</p> <p>It is considered that the proposal will have no adverse impact.</p>
Could the impact constitute unlawful discrimination in relation to any of the Equality Duties	Yes	No	<p>Comments:</p> <p>The Local Authority is bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect.</p>

Does this policy – procedure – function have any effect on good relations between the Council and the Community	Yes	No	Comments: The proposal should be seen as a statement of confidence in the school and its future direction and engender a positive reaction from the local community.
Do you require further data/information/intelligence to support decision making?	Yes	No	Comments: The Impact Assessment will be reviewed at the end of the Consultation exercise but it is thought that no further intelligence or analysis will be required.
Please specify any question(s)/issues/concerns/actions identified as a result the assessment. What needs to be done?			Comments <ul style="list-style-type: none"> • There are no further concerns identified

Data Methods/Collection to Support Decision Making		
Please indicate what methods of research, information and intelligence will be/have been used e.g. consultation, reports, comparisons with similar organisations	Internally <ul style="list-style-type: none"> • Desk top research re: legislation, policies, guidance etc • CYPD data • Population data from internal sources 	Externally
Please state who will be/who was involved/engaged/consulted	Internal (Staff/Members/Service/Dept) <ul style="list-style-type: none"> • The Director of Children Families and Adults and SMT approved the Capital proposals in September 2011. • The proposal was approved by Cabinet 	External (stakeholders/service users/partners) <ul style="list-style-type: none"> • The proposal is to go forward with Formal Consultation so that all external stakeholders can be

	as part of the Mid Year Review.	consulted.
Please indicate any significant expected costs & resource requirements for completing the data collection	<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • N/A

Equalities Impact Assessment (EIA) Action Plan: Making Changes

REF	Action	Responsible Person/s	Action Deadline	Tasks	Progress
	Review the feedback and consider whether the recommendation needs to be amended.	Rob Hyde / Barbara Dale	December 22 2011	<ul style="list-style-type: none"> • Review and amend as necessary 	<ul style="list-style-type: none"> • Will take place at the end of consultation
Please state the date the policy/procedure/function will be reassessed? (generally 1-3 yrs)			Comments/Date: This decision will not require review.		

Signed (Service Manager) ...Rob Hyde.....

Date.....11/11/2011.....

Signed (Head of Section) ...Fintan Bradley.....

Date.....01/11/2011.....

Once you have completed this section please email it to the Equality and Inclusion Team. The Equality and Inclusion Team will convene a quarterly meeting of the Fairness and Inclusion Group (FIG) who will quality check our EIA's to ensure we have considered everyone. We plan to send approximately 2-5% of our completed EIAs Forms to the (FIG).

Quarterly Progress and monitoring

REF	Action	Progress	Completed
	This decision will not require review.		

Once you have completed your quarterly progress report, please email it to the Equality and Inclusion Team

Measuring Impact & Reporting

Ref	Action	Impact	Outcome	Review Date

Once you have completed your impact report, please email it to the Equality and Inclusion Team. The Equality and Inclusion Team will prepare an annual report for Corporate Management Team and Cabinet on our progress.

Appendix 1

Service Reference Index

Service Reference Index			
Safer & Stronger – SSC	Regeneration – REG	Planning & Housing – PAH	Legal & Democratic Services – LAD

Children & Families – CHI	Adults – ADU	Health & Wellbeing – HWB	Human Resources & Organisational Development – HROD
Policy & Performance – PAP	Corporate Improvement - CI	Environmental – ENV	Borough Treasurer & Head of Assets – BTA