

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 Pebble Brook Primary from 1FE to 1.5FE and thus provide an additional 105 school places, with a proposed completion date of September 2013.		Start date of assessment	28/09/2012
Are there any other policies or procedures associated or linked with this one.	<ul style="list-style-type: none"> Children and Families Department Capital Strategy 2012/2013 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 Pebble Brook Primary 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, if determined, will provide additional school places in a local primary school. In addition, this will deliver a level of operational surplus for the Local Authority, which is a level of spare capacity intended to accommodate reasonable journey times to school, some degree of parental choice, and flexibility to allow for mid-year entrants. The proposal will have a significant positive impact on the current projected shortfall in school places in Crewe and will have, at worst, a neutral impact on vulnerable and minority groups in the			

	<p>Community.</p> <p>The Crewe Local Area Partnership (LAP) has 21 primary schools and 5 secondary schools covering the areas of Crewe, Nantwich, Sandbach, and Shavington. Currently the total primary school capacity across this area is 6992 pupil places. Forecasts using January 2012 school census data indicated that across the area as a whole there will be a shortfall of 416 pupil places by 2017.</p> <p>The 14 primary schools located in the Crewe town area of this Local Area Partnership, which includes Pebble Brook Primary currently provide 4936 pupil places increasing to 5185 from September 2013. It is in this area where demand for places has increased significantly producing a forecast shortfall of 156 pupil places by 2017.</p> <p>Pebble Brook Primary is a popular and successful school and forecasts informed by January 2012 school census data indicate that based on current intake patterns this school will have insufficient capacity to meet demand and is therefore proposed for expansion.</p> <p>In making this recommendation the Local 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 2013. • Having a flawed consultation exercise which would breach the Local Authority's 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> <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.</p>

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 53% of the Pebble Brook pupils with boys 47%. This represents a similar school population demographic across all Crewe schools with 51% male and 49% 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 no Pebble Brook pupils have identified themselves as being from the gypsy/traveller community. Across the Crewe schools 0.3% 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</p>

			<p>respect.</p> <p>Race is recorded as the following from Pebble Brook school:</p> <ul style="list-style-type: none"> • 87% White • 3% Mixed/Dual Background • 3% Asian or Asian British • 3% Black or Black British • 4% Other Groups or Not recorded <p>Across all schools in Crewe the following data is recorded:</p> <ul style="list-style-type: none"> • 92% White • 3% Mixed/Dual Background • 2% Asian or Asian British • 1% Black or Black British • 2% Other Groups or Not recorded
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 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.</p>

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 33% of pupils within Pebble Brook (Reception to Year 6) are eligible for free school meals. Across all of the Crewe primary schools 17% 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	Yes	No	<p>Comments:</p> <p>The proposal should be seen as a statement of confidence in the</p>

Council and the Community			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. The capital expenditure was approved by Cabinet in February 2012 as part of the bulk budget proposals. 	External (stakeholders/service users/partners) <ul style="list-style-type: none"> Formal Consultation, if approved, will be undertaken with local families and the wider community including other interested parties in according with statutory procedures and DfE guidance.

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		<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)

Date.....

Signed (Head of Section)

Date.....

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