

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	Permission to commence statutory consultation on the proposed expansion of Wheelock CE Primary from 1FE to 1.5FE to provide an additional 105 school places with a proposed completion date of September 2013.		Start date of assessment	
Are there are any other policies or procedures associated or linked with this one.	<ul style="list-style-type: none"> • Children and Families, 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 as the additional accommodation proposed for Wheelock 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 primary school places for the Wheelock area of Sandbach to address the forecast shortfall for this area. 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 therefore have a significant positive impact on the current projected shortfall in the number of school places in Sandbach and on parental choice and, at worst, a neutral impact on vulnerable and minority			

	<p>groups in the Community.</p> <p>Wheelock Primary School is a popular and successful school with a published admission number (PAN) of 30 pupil places and overall accommodation for 210 pupils across the 7 year groups.</p> <p>The Local Authority is proposing an increase in the school's current capacity of 210 pupils to provide 315 pupil places with a proposed implementation date of September 2013. This increase, if approved, will provide sufficient accommodation for an intake at the normal point of entry to the school (the reception class) of 45 pupils with the school operating in the longer term as a 1.5 form of entry primary school.</p> <p>Wheelock Primary is situated in the Sandbach area of the Congleton Local Area Partnership. Sandbach has 8 primary schools and 2 secondary schools. Two of these primary schools fall within the Crewe Local Area Partnership and serve the Haslington area (Haslington Primary and The Dingle Primary schools). The total capacity across the 8 primary schools is currently 1915 pupil places. Forecasts indicate that there will be a shortfall of 151 pupil places by 2017, taking into account all 8 primary schools.</p> <p>The 6 primary schools located in the Sandbach town area (excluding the two Haslington primary schools) have a combined capacity of 1295 school places. Pupil forecasts for these 6 schools indicate that by 2017 there will be an overall shortfall in the number of pupil places by 11% (144). The number of spare pupil places is forecast to fall to 0% in September 2013.</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 where the extra places are required.</p>
Who is intended to benefit from this policy –procedure –	Young Children and their parents and carers in the Sandbach area

function?	
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"> • Headteachers in schools in Sandbach • 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 of primary school age in the Sandbach 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 person's 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 Wheelock pupils with boys 51%. This represents a similar school population demographic across Sandbach schools with 49% male and 51% 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</p>

			respect. However no Wheelock pupils have identified themselves as being from the gypsy/traveller community. Across the Sandbach primary schools 4.8% are identified within this group. The proposal therefore has the potential to be positive for this minority group.
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.</p> <p>Race is recorded as the following from Wheelock school:</p> <ul style="list-style-type: none"> • 97% White • 2% Mixed/Dual Background • 0.5% Asian or Asian British • 0.5% Other Groups or Not recorded <p>The average recorded data across the Sandbach primary is:</p> <ul style="list-style-type: none"> • 94% White • 2 % Mixed/Dual Background • 1% Asian or Asian British • 0% Black or Black British • 3% 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>

			The proposal is applicable to all irrespective of religious belief.
Sexual Orientation -Is there an impact?	Yes	No - neutral	<p>Comments/Actions:</p> <p>The Local Authority 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 as the proposal, if agreed, will provide more places locally for local families.</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	Yes	No	Comments:

unlawful discrimination in relation to any of the Equality Duties			The Local Authority is bound by the Admissions Code and Regulations and this does not allow for any discrimination in this respect.
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 	External (stakeholders/service users/partners)

	Adults and SMT approved the Capital proposals in September 2011. <ul style="list-style-type: none"> • The proposal was approved by Cabinet as part of the Mid Year Review. • Cabinet Member approval will be sought before undertaking statutory consultation procedures 	<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