

Equality Impact Assessment (EqIA)

STEP 1: Responsibility and involvement

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| Title of proposal/ project/strategy/ procurement/policy | Proposal to 'amalgamate' Redbourn Junior School and Redbourn Infant & Nursery School from 17 April 2018 | Head of Service or Business Manager | Pauline Davis |
| Names of those involved in completing the EqIA: | Phil Brunt Tom Stacey | Lead officer contact details: | Phil Brunt 01992 588437 |
| Date completed: | 16 June 2017 17 October 2017 | Review date: | 21 December 2017 |

STEP 2: Objectives of proposal and scope of assessment – what do you want to achieve?

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| <p>Proposal objectives:</p> <ul style="list-style-type: none"> – what you want to achieve – intended outcomes – purpose and need | <p>Why is this being proposed?</p> <p>The governing bodies of both the Infant and Junior Schools have asked the county council to amalgamate the schools to create a 2 f.e. primary school, providing education through from four to eleven, in the best interests of the local community and children. The governors' judgement is that the new school will provide a consistent approach to each child's primary education under the leadership and management of one head teacher and one staffing structure. It is proposed to extend the age range of the infant school to create the new primary school because currently this school is high performing and is judged by Ofsted to be 'outstanding'.</p> <p>How would the primary school work?</p> <p>The current buildings will continue to be used as they are now, but it is intended that the primary school will have one main entrance for visitors.</p> <p>The proposed new primary school would have a single governing body, head teacher and one staffing structure, ensuring flexibility throughout the new school.</p> <p>The Governing Bodies of the Infant and Junior schools will work together to consider how the new single Governing Body might be constituted in terms of numbers and different categories of governors. Following agreement by the Governing Body a document called the "Instrument of Government" will be drawn up to complete the process.</p> |
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| | <p>What will the impact be on staff at the two schools?</p> <p>It is proposed that all staff currently employed in the closing Junior School will be transferred to equivalent posts in the new primary school. This will be subject to Governing Body approval.</p> <p>The main benefit to an all-through primary school will be to ensure a much greater consistency of provision for the children in their primary years. At present the children receive a very good start to their education in an outstanding infant school, but at seven the quality of provision falls away. The aim of the new primary school will be to ensure at least good and outstanding provision for the children from four to eleven years.</p> |
| <p>Stakeholders: Who will be affected: the public, partners, staff, service users, local Member etc</p> | <p>Parents/carers of pupils, staff and governors at the school concerned; Local Nursery, Primary, Secondary and Special schools; MP, County Councillors, District Councillors, Parish and Town Councils and Local Authority Chief Executives; Trade Union representatives; Church Diocese representatives; NHS representatives; Parent Governor representatives on the Overview and Scrutiny Committee at Hertfordshire County Council; Further Education establishments, pre-schools, playgroups, children's centres, toddler groups and day nurseries; Libraries and Citizen's Advice Bureaux; Internal Stakeholders.</p> |

STEP 3: Available data and monitoring information

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| <p>Relevant equality information For example: Community profiles / service user demographics, data and monitoring information (local and national), similar or previous EqIAs, complaints, audits or inspections, local knowledge and consultations.</p> | <p>What the data tell us about equalities</p> <p>We carried out a public consultation from 4 July to 25 September 2017.</p> <p>Consultation letters were distributed to the stakeholders listed in step 2 above.</p> <p>The consultation was also publicised on the Hertfordshire County Council website, www.hertfordshire.gov.uk. The consultation documents were made available in other formats on request, including large print, braille and other languages. An interpreting service was available</p> |
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for those who needed it.

At the conclusion of the consultation all responses were carefully considered. 25 responses were received, 23 in agreement with the proposal, 2 disagreed; and 1 was undecided. None of the responses received raised any concerns or comments relating to equalities issues or protected characteristics as detailed in step 4 below. Hence in this updated EqIA, the content of step 4 remains unchanged as a result of the consultation responses received.

Data and monitoring information

| Census: Spring 2017 | | | | |
|---|-------------------------------|--------------------------|-------------------------------|--------------------------|
| Primary - R to year 2 | | | | |
| | Redbourn Infant School | Infant countywide | Redbourn Junior School | Junior countywide |
| Number of Students | 178 | 7356 | 258 | 9499 |
| % Minority Ethnic Students (not White British and excluding Refused and Not Obtained) | 24.16% | 33.10% | 20.54% | 30.94% |
| % EAL (English as an alternative Language) (First language Not English or believed not to be English) | 7.86% | 18.65% | 5.42% | 16.58% |
| % with Statement (s) OR Education & Health Care Plan ('e) | 0.00% | 1.01% | 1.50% | 1.01% |
| % SEN Support (K) | 13.48% | 10.01% | 10.45% | 13.61% |
| % Total SEN Provision | 13.48% | 11.01% | 12.02% | 14.62% |
| % FSM (Free School Meals) (at date of Census) | 10.11% | 7.74% | 7.36% | 7.56% |
| % of Male Students | 55.60% | 51.58% | 50.00% | 51.27% |
| % of Female Students | 44.40% | 48.42% | 50.00% | 48.73% |

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STEP 4: Impact Assessment – Service Users, communities and partners (where relevant)

| Protected characteristic | Potential for negative impact | What reasonable mitigations can you propose? |
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| Age | It is not anticipated that the proposals will affect people disproportionately because of their age. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Disability Including Learning Disability | It is not anticipated at this stage that the proposals will affect people disproportionately because of the issues of disability. In addition should the Proposal proceed, appropriate professional advice will be sought in respect of any changes that are made to the School | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Race | It is not anticipated that the proposals will affect people disproportionately because of their race. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Gender reassignment | It is not anticipated that the proposals will affect people disproportionately because of their gender reassignment. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Pregnancy and maternity | It is not anticipated that the proposals will affect people disproportionately because of their pregnancy and maternity. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Religion or belief | It is not anticipated that the proposals will affect people disproportionately because of their religion/belief. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Sex | It is not anticipated that the proposals will affect people disproportionately because of issues around Sex | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Sexual orientation | It is not anticipated that the proposals will affect people disproportionately because of issues around Sexual orientation | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Marriage & civil partnership | It is not anticipated that the proposals will affect people disproportionately because of issues around Marriage and Civil Partnership | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |

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| Protected characteristic | Potential for negative impact | What reasonable mitigations can you propose? |
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| Carers (by association with any of the above) | It is not anticipated that the proposals will affect people disproportionately because of issues around caring responsibilities | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Opportunity to advance equality of opportunity and/or foster good relations (Please refer to the guidance for more information on the public sector duties) | | |
| No Changes are anticipated. | | |

Impact Assessment – Staff (where relevant)

| Protected characteristic | Potential for negative impact | What reasonable mitigation can you propose? |
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| Age | It is not anticipated that the proposals will affect people disproportionately because of their age. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Disability Including Learning Disability | It is not anticipated at this stage that the proposals will affect people disproportionately because of the issues of disability. In addition should the Proposal proceed, appropriate professional advice will be sought in respect of any changes that are made to the School | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Race | It is not anticipated that the proposals will affect people disproportionately because of their race. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Gender reassignment | It is not anticipated that the proposals will affect people disproportionately because of their gender reassignment. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Pregnancy and maternity | It is not anticipated that the proposals will affect people disproportionately because of their pregnancy and maternity. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Religion or belief | It is not anticipated that the proposals will affect people disproportionately because of their religion/belief. | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Sex | It is not anticipated that the proposals will affect people disproportionately because of issues around Sex | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the |

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| Protected characteristic | Potential for negative impact | What reasonable mitigation can you propose? |
|--|--|--|
| | | Action will be amended accordingly |
| Sexual orientation | It is not anticipated that the proposals will affect people disproportionately because of issues around Sexual orientation | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Marriage & civil partnership | It is not anticipated that the proposals will affect people disproportionately because of issues around Marriage and Civil Partnership | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |
| Carers (by association with any of the above) | It is not anticipated that the proposals will affect people disproportionately because of issues around caring responsibilities | The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action will be amended accordingly |

STEP 5: Gaps identified

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| <p>Gaps identified Do you need to collect more data/information or carry out consultation? (A 'How to engage' consultation guide is on Compass). How will you make sure your consultation is accessible to those affected?</p> | <p>The proposals were consulted upon between 4 July 2017 and 24 September 2017.</p> <p>Consultation letters were distributed to the stakeholders listed in step 2 above.</p> <p>The consultation was also publicised on the Hertfordshire County Council website, www.hertfordshire.gov.uk. The consultation documents were made available in other formats on request, including large print, braille and other languages. An interpreting service was available for those who needed it.</p> |
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STEP 6: Other impacts

STEP 7: Conclusion of your analysis

| Select one conclusion of your analysis | Give details |
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| <input checked="" type="checkbox"/> No equality impacts identified – No change required to proposal. | The evidence shows no potential for discrimination. The EqIA process is a dynamic one and will go through various iterations and reviews as the proposal is progressed through statutory consultation. |
| <input type="checkbox"/> Minimal equality impacts identified – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). | |

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| Select one conclusion of your analysis | Give details |
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| <ul style="list-style-type: none"> – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality. | |
| <input type="checkbox"/> Potential equality impacts identified <ul style="list-style-type: none"> – Take 'mitigating action' to remove barriers or better advance equality. – Complete the action plan in the next section. | |
| <input type="checkbox"/> Major equality impacts identified <ul style="list-style-type: none"> – Stop and remove the policy – The adverse effects are not justified, cannot be mitigated or show unlawful discrimination. – Ensure decision makers understand the equality impact. | |

STEP 8: Action plan

| Issue or opportunity identified relating to: <ul style="list-style-type: none"> – Mitigation measures – Further research – Consultation proposal – Monitor and review | Action proposed | Officer Responsible and target date |
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This EqIA has been reviewed and signed off by:

Head of Service Pauline Davis

Date: 20 October 2017

Equality Action Group Chair:

Date:

