

Equality Impact Assessment (EqIA)

STEP 1: Responsibility and involvement

Title of proposal/ project/strategy/ procurement/policy	Education strategy for the delivery of additional primary school places to serve the new community arising from the new development of up to 523 homes at High Leigh, Hoddesdon and the relocation and enlargement of Westfield Community Primary School.		
Head of Service or Business Manager	Pauline Davis		
Names of those involved in completing the EqIA:	Adrian Bentley	Lead officer contact details:	Brenda Dennett
Date completed:	16 April 2018	Review date:	2 October 2018

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

<p>Proposal objectives:</p> <ul style="list-style-type: none"> –what you want to achieve –intended outcomes –purpose and need 	<p>The County Council has a legal duty to ensure sufficient school places to meet the needs of existing and new communities.</p> <p>The new housing development proposes the delivery of an additional 1 f.e. (30 places) for primary school aged children to meet anticipated demand from any new community moving into the new housing development at High Leigh Hoddesdon. The additional places will be available on a school site to be located within the housing development.</p> <p>As part of the development there is an option to acquire additional land to provide a 2 f.e. school instead of a 1 f.e. school. This option would include the relocation of the existing nearby 1 f.e. Westfield Community Primary School. This option is considered to offer a more sustainable pattern of provision, and would provide the school with brand new accessible accommodation that would have the benefit of lower maintenance and running costs than that of an equivalent older building.</p> <p>A 7-week public consultation was concluded on 27 February 2018 on the enlargement and relocation of Westfield Community Primary School, Westfield Road, Hoddesdon, Hertfordshire, EN11 8RA by 30 places (1 form of entry), to a new 2 form entry school building located within the nearby High Leigh housing development from September 2020 (or at a later date, depending on the timing of the housing development).</p> <p>Consultation letters were provided to staff, parents, pupils and governing bodies of the affected schools and local residents and other key stakeholders, including neighbouring local authorities, MP's, local members, parish councils, local</p>
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	<p>schools and nurseries, the Roman Catholic and Church of England Dioceses, community groups and relevant staff at Hertfordshire County Council.</p> <p>Posters were displayed in local libraries and other selected public places. The consultation documents were also available on the County Council website, Hertfordshire.gov.uk. The consultation documents were made available in other formats on request, including large print, braille and other languages.</p> <p>At the conclusion of the consultation all responses were carefully considered and no issues were raised that further impact any of the protected characteristics considered as part of this EqIA.</p>
<p><u>Stakeholders:</u> Who will be affected: the public, partners, staff, service users, local Member etc.</p>	<p>Schools in the education planning area Hertfordshire County Council Planning colleagues Local Members and political representative Local community Borough of Broxbourne Residents in the local and surrounding areas Department for Education High Leigh Developer (s) MPs, 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; Senior officers in Hertfordshire County Council’s Children’s Services department and Property teams.</p>

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STEP 3: Available data and monitoring information

<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 tells us about equalities</p> <p>The strategy seeks to provide additional primary school places to meet the anticipated need from the new community arising from High Leigh and provide more sustainable provision than having two 1 f.e schools in such close proximity (less than 0.5 mile). The school will offer local places for local children. The additional places will be available on a school site to be located within the new housing development and a new pedestrian/cycle route from the current school site to the new location will be provided by the Developer as part of the Development scheme approved by the Borough of Broxbourne.</p> <p>As the housing development is not yet built, the new community does not currently exist so the data from the existing Westfield Community Primary School has been used to provide a guide to the possible composition of the ultimate population of the enlarged school.</p>																														
<p>Spring 2018 school census data on gender split, English as an additional language (EAL), ethnicity, free school meal (FSM) eligibility, number of children with SEN statements, SEN Provision or who have Education & Health Care Plans. <i>(Countywide data includes pupils at special schools.)</i></p>	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #d3d3d3;"> <th style="padding: 5px;">Spring 2018 School Census data</th> <th style="padding: 5px;">Westfield Community Primary School</th> <th style="padding: 5px;">Primary Countywide</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Students (Years R to 6)</td> <td style="padding: 5px;">192</td> <td style="padding: 5px;">101019</td> </tr> <tr> <td style="padding: 5px;">Number Minority Ethnic Students (not White British and excluding Refused and Not Obtained)</td> <td style="padding: 5px;">53</td> <td style="padding: 5px;">31683</td> </tr> <tr> <td style="padding: 5px;">% Minority Ethnic Students (not White British and excluding Refused and Not Obtained)</td> <td style="padding: 5px;">27.60%</td> <td style="padding: 5px;">31.36%</td> </tr> <tr> <td style="padding: 5px;">Number EAL (English as an alternative Language) (First language Not English or believed not to be English excluding Refused and Not Obtained)</td> <td style="padding: 5px;">28</td> <td style="padding: 5px;">17053</td> </tr> <tr> <td style="padding: 5px;">% EAL (English as an alternative Language) (First language Not English or believed not to be English)</td> <td style="padding: 5px;">14.58%</td> <td style="padding: 5px;">16.88%</td> </tr> <tr> <td style="padding: 5px;">Number with Statement (or EHCP (S or E))</td> <td style="padding: 5px;">2</td> <td style="padding: 5px;">2050</td> </tr> <tr> <td style="padding: 5px;">% with Statement (or EHCP (S or E))</td> <td style="padding: 5px;">1.04%</td> <td style="padding: 5px;">2.03%</td> </tr> <tr> <td style="padding: 5px;">Number SEN Provision (K)</td> <td style="padding: 5px;">12</td> <td style="padding: 5px;">12147</td> </tr> <tr> <td style="padding: 5px;">% SEN Provision (K)</td> <td style="padding: 5px;">6.25%</td> <td style="padding: 5px;">12.02%</td> </tr> </tbody> </table>	Spring 2018 School Census data	Westfield Community Primary School	Primary Countywide	Students (Years R to 6)	192	101019	Number Minority Ethnic Students (not White British and excluding Refused and Not Obtained)	53	31683	% Minority Ethnic Students (not White British and excluding Refused and Not Obtained)	27.60%	31.36%	Number EAL (English as an alternative Language) (First language Not English or believed not to be English excluding Refused and Not Obtained)	28	17053	% EAL (English as an alternative Language) (First language Not English or believed not to be English)	14.58%	16.88%	Number with Statement (or EHCP (S or E))	2	2050	% with Statement (or EHCP (S or E))	1.04%	2.03%	Number SEN Provision (K)	12	12147	% SEN Provision (K)	6.25%	12.02%
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	Number Eligible for FSM (at date of Census)	31	8761
	% FSM (Free School Meals) (at date of Census)	16.15%	8.67%
	Number of Male Students	99	51668
	% of Male Students	51.56%	51.15%
	Number of Female Students	93	49351
	% of Female Students	48.44%	48.85%
<p>The percentage of Minority Ethnic Students, EAL students, students with a Statement (or EHCP) and students with Special Educational Needs (SEN) Provision are all lower than the County Average. The percentage of students who are eligible for Free School Meals is higher than the County Average.</p>			

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

Guidance on groups of service users to consider within each protected group can be found [here](#)

Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
Age	<p>This proposal offers additional primary places at an existing, good school in a new building in the heart of a new community.</p> <p>The school will be expected to phase the provision of additional places with the aim to provide sufficient capacity without destabilising neighbouring schools. It is not anticipated that the proposals will affect people disproportionately because of their age.</p>	<p>Pupil numbers and age ranges will be kept under close scrutiny to inform whether or not the number of places available reflects the need.</p> <p>The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan will be amended accordingly.</p>
Disability Including Learning Disability	<p>School planning officers are liaising with the Headteacher to ensure that any issues identified for pupils relocating to the new school can be addressed. It is not</p>	<p>The school will be fully inclusive. It will meet the needs of children in the local area, including those with Special Educational Need (SEN) and/or disability. Should the Proposal proceed and</p>

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
	<p>anticipated at this stage that the proposals will affect people disproportionately because of the issues of disability.</p> <p>The new school building will be designed to ensure accessibility by all.</p>	<p>issues arise that require specific professional advice this will be sought.</p> <p>Any issues identified or known, as well as the duties found within Part 6, Section 149 and Schedules 10 and 13 of the Equality Act 2010 concerning disability will be factored into the individual scheme designs. Any building scheme will also meet the requirements to avoid Disability Discrimination under Section 15 of the Equality Act 2010.</p> <p>The position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan will be amended accordingly.</p>
Race	<p>It is not anticipated at this stage that the proposals will affect people disproportionately because of the issues of race.</p>	<p>The school will be required to accept all children regardless of race or ethnicity.</p> <p>No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan will be amended accordingly.</p>
Gender reassignment	<p>It is not currently anticipated that the proposals will affect people with this characteristic disproportionately.</p>	<p>No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan will be amended accordingly.</p>
Pregnancy and maternity	<p>It is not currently anticipated that the proposals will affect people with this characteristic disproportionately.</p>	<p>No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then</p>

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
		the Action Plan will be amended accordingly.
Religion or belief	It is not anticipated that the proposals will affect people disproportionately because of their religion or belief.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan will be amended accordingly.
Sex	It is not anticipated that the proposals will affect people disproportionately because of issues around sex.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan will be amended accordingly.
Sexual orientation	It is not anticipated that the proposals will affect people disproportionately because of issues around sexual orientation.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan 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.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan 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 per se. However we are aware that some Carers may have disability issues that impact on their ability to access the new site.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of the protected characteristic are identified then the Action Plan will be amended accordingly.
Opportunity to advance equality of opportunity and/or foster good relations		
The provision of school places within the heart of the new community will allow more children to attend a school in their locality and extend the range of successful preferences available to parents/carers.		
The provision of a new school building provides a clear opportunity to assist those with		

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Protected characteristic	Potential for differential impact (positive or negative)	What reasonable mitigations can you propose?
protected characteristics to attend education provision which is local and of modern, accessible design. The layout/design of the building(s) will meet the requirements to avoid Disability Discrimination under Section 15 of the Equality Act 2010 and the duties found within Part 6, Section 149 and Schedules 10 and 13 of the Equality Act 2010 concerning disability will be factored into the scheme design(s). The designs will allow access to everyone throughout the site and therefore promote integration of all pupils with one another.		

STEP 5: Gaps identified

<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 current proposal relates to exercising the option for acquiring land for a 2 f.e. site that will provide for the relocation of the existing 1 f.e. Westfield Community Primary School. When the final decision has been made and the way forward determined, the scope of data necessary to assess the impact equalities issues will be reviewed and any gaps identified at that time. Mitigation measures will also be identified at that time.</p> <p>We have now completed a 7-week public consultation. The consultation ended on 27 February 2018.</p>
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STEP 6: Other impacts

STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
<input type="checkbox"/> No equality impacts identified – No change required to proposal.	
<input type="checkbox"/> Minimal equality impacts identified – Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate). – Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality.	
<input checked="" type="checkbox"/> Potential equality impacts identified – Take 'mitigating action' to remove barriers or better advance equality.	Ensure that the proposals do not impact adversely upon pupils with disabilities and ensure that the communications strategy

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Select one conclusion of your analysis	Give details
<ul style="list-style-type: none"> – Complete the action plan in the next section. 	takes into account the differing needs of the local community.
<p>Major equality impacts identified</p> <input type="checkbox"/> <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:	Action proposed	Officer Responsible and target date
<ul style="list-style-type: none"> – Mitigation measures – Further research – Consultation proposal – Monitor and review 		
The need to address access and equality issues when developing the layout of the building.	This will form part of the design brief and specification for the new school building.	School Planning Team – Ongoing through the design process.
There is an opportunity to provide a site and building design which all those with Protected Characteristics to be fully integrated in the school community	The accommodation will be compliant with the Equality Act 2010 to avoid Disability Discrimination under Section 15 of the Act.	Project Manager – reviewed every 3 months throughout design process

This EqIA has been reviewed and signed off by:

Head of Service or Business Manager: Pauline Davis

Date: 16 May 2018

Equality Action Group Chair:

Date: