

Equality Impact Assessment (EqIA)

STEP 1: Responsibility and involvement

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?

Proposal objectives: –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. 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;</p> <p>Local Nursery, Primary, Secondary and Special schools; MP, County Councillors, District Councillors, Parish and Town Councils and Local Authority Chief Executives;</p> <p>Trade Union representatives;</p> <p>Church Diocese representatives;</p> <p>NHS representatives;</p> <p>Parent Governor representatives on the Overview and Scrutiny Committee at Hertfordshire County Council;</p> <p>Further Education establishments, pre-schools, playgroups, children's centres, toddler groups and day nurseries;</p> <p>Libraries and Citizen's Advice Bureaux;</p> <p>Internal Stakeholders.</p>

STEP 3: Available data and monitoring information

Relevant equality information	What the data tell us about equalities
<p>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>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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	<p>for those who needed it.</p> <p>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.</p>																																																						
Data and monitoring information	<p>Census: Spring 2017</p> <p>Primary - R to year 2</p> <table border="1"> <thead> <tr> <th></th><th>Redbourn Infant School</th><th>Infant countywide</th><th>Redbourn Junior School</th><th>Junior countywide</th></tr> </thead> <tbody> <tr> <td>Number of Students</td><td>178</td><td>7356</td><td>258</td><td>9499</td></tr> <tr> <td>% Minority Ethnic Students (not White British and excluding Refused and Not Obtained)</td><td>24.16%</td><td>33.10%</td><td>20.54%</td><td>30.94%</td></tr> <tr> <td>% EAL (English as an alternative Language) (First language Not English or believed not to be English)</td><td>7.86%</td><td>18.65%</td><td>5.42%</td><td>16.58%</td></tr> <tr> <td>% with Statement (s) OR Education & Health Care Plan ('e')</td><td>0.00%</td><td>1.01%</td><td>1.50%</td><td>1.01%</td></tr> <tr> <td>% SEN Support (K)</td><td>13.48%</td><td>10.01%</td><td>10.45%</td><td>13.61%</td></tr> <tr> <td>% Total SEN Provision</td><td>13.48%</td><td>11.01%</td><td>12.02%</td><td>14.62%</td></tr> <tr> <td>% FSM (Free School Meals) (at date of Census)</td><td>10.11%</td><td>7.74%</td><td>7.36%</td><td>7.56%</td></tr> <tr> <td>% of Male Students</td><td>55.60%</td><td>51.58%</td><td>50.00%</td><td>51.27%</td></tr> <tr> <td>% of Female Students</td><td>44.40%</td><td>48.42%</td><td>50.00%</td><td>48.73%</td></tr> </tbody> </table>						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?
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?
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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		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

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?	The proposals were consulted upon between 04 July 2017 and 24 September 2017. Consultation letters were distributed to the stakeholders listed in step 2 above. 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.
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STEP 6: Other impacts

Consider if your proposal has the potential (positive and negative) to impact on areas such as health and wellbeing, crime and disorder and community relations. There is more information in the guidance.

STEP 7: Conclusion of your analysis

Select one conclusion of your analysis	Give details
No equality impacts identified <input checked="" type="checkbox"/> – 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.

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Select one conclusion of your analysis	Give details
Minimal equality impacts identified <input type="checkbox"/> – 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.	
Potential equality impacts identified <input type="checkbox"/> – Take 'mitigating action' to remove barriers or better advance equality. – Complete the action plan in the next section.	
Major equality impacts identified <input type="checkbox"/> – 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 		

This EqIA has been reviewed and signed off by:

Head of Service Pauline Davis

Date: 20 October 2017

Equality Action Group Chair:

Date: