

Notice of Meeting

Cabinet Member for All-Age Learning Decisions

**Date & time**

Tuesday, 10 March
2020 at 3.30 pm

Place

Members' Conference
Room, County Hall,
Penrhyn Road,
Kingston upon
Thames, Surrey, KT1
2DN

Contact

Joss Butler
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Chief Executive

Joanna Killian

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This meeting will be held in public. If you would like to attend and you have any special requirements, please contact Joss Butler on 020 8541 9702.

Cabinet Member

Mrs Julie Iles (Cabinet Member for All-Age Learning)

AGENDA

1 DECLARATIONS OF INTEREST

All Members present are required to declare, at this point in the meeting or as soon as possible thereafter

- i. Any disclosable pecuniary interests and / or
- ii. Other interests arising under the Code of Conduct in respect of any item(s) of business being considered at this meeting

NOTES:

- Members are reminded that they must not participate in any item where they have a disclosable pecuniary interest
- As well as an interest of the Member, this includes any interest, of which the Member is aware, that relates to the Member's spouse or civil partner (or any person with whom the Member is living as a spouse or civil partner)
- Members with a significant personal interest may participate in the discussion and vote on that matter unless that interest could be reasonably regarded as prejudicial.

2 PROCEDURAL MATTERS

a Members' Questions

The deadline for Members' questions is 12pm four working days before the meeting (04/03/2020).

b Public Questions

The deadline for public questions is seven days before the meeting (03/03/2020).

c Petitions

The deadline for petitions was 14 days before the meeting, and no petitions have been received.

3 PROPOSAL TO CREATE A NEW SCHOOL AMALGAMATING CHRIST CHURCH C OF E INFANT SCHOOL AND ENGLEFIELD GREEN INFANT SCHOOL AND NURSERIES

(Pages 5
- 48)

Surrey County Council, in partnership with the Diocese of Guildford and the Governing Bodies of Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, have consulted on a proposal to open a new school by amalgamating the two schools into a single institution from September 2020. It is proposed that the new school would be a voluntary aided school and would be situated on the existing site of Englefield Green Infant School and Nurseries.

In order to amalgamate Christ Church C of E Infant School and Englefield Green Infant School and Nurseries:

1. Surrey County Council and the governing body of Christ Church C of E Infant School are proposing the closure of Christ Church C of E Infant School
2. Surrey County Council and the governing body of Englefield Green Infant School and Nurseries are proposing the closure of Englefield Green Infant School and Nurseries
3. The Diocese of Guildford is proposing the opening of a new voluntary aided school and nursery with Church of England character under section 11 of the Education and Inspection Act 2006 on the site of Englefield Green Infant School and Nurseries

The Cabinet Member for All Age Learning is asked to review summary of the evidence in the report and the consultation analysis and determine whether to proceed with the publication of statutory notices.

Joanna Killian
Chief Executive

Published: 2 March 2020

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SURREY COUNTY COUNCIL**CABINET MEMBER FOR ALL AGE LEARNING****DATE: 10 MARCH 2020****LEAD OFFICER: DAVE HILL, STRATEGIC DIRECTOR OF CHILDREN, FAMILIES AND LEARNING.****SUBJECT: PROPOSAL TO CREATE A NEW SCHOOL AMALGAMATING CHRIST CHURCH C OF E INFANT SCHOOL AND ENGLEFIELD GREEN INFANT SCHOOL AND NURSERIES****SUMMARY OF ISSUE:**

Surrey County Council, in partnership with the Diocese of Guildford and the Governing Bodies of Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, have consulted on a proposal to open a new school by amalgamating the two schools into a single institution from September 2020. It is proposed that the new school would be a voluntary aided school and would be situated on the existing site of Englefield Green Infant School and Nurseries.

In order to amalgamate Christ Church C of E Infant School and Englefield Green Infant School and Nurseries:

1. Surrey County Council and the governing body of Christ Church C of E Infant School are proposing the closure of Christ Church C of E Infant School
2. Surrey County Council and the governing body of Englefield Green Infant School and Nurseries are proposing the closure of Englefield Green Infant School and Nurseries
3. The Diocese of Guildford is proposing the opening of a new voluntary aided school and nursery with Church of England character under section 11 of the Education and Inspection Act 2006 on the site of Englefield Green Infant School and Nurseries

The Lead Cabinet Member for All Age Learning is asked to review summary of the evidence in the report and the consultation analysis and determine whether to proceed with the publication of statutory notices.

RECOMMENDATIONS:

It is recommended that:

1. The Lead Cabinet Member for All Age Learning approves the publication of statutory notices
2. If approved Surrey County Council publish statutory notices to close Christ Church C of E Infant School and Englefield Green Infant School and Nurseries at the same time as the Diocese of Guildford publish related statutory notice to open a new voluntary aided infant school on the site at Englefield Green Infant School and Nurseries.

REASON FOR RECOMMENDATIONS:

Both Christ Church C of E Infant School and Englefield Green Infant School and Nurseries have experienced a decline in admissions in recent years. This has meant there has been a surplus of places and the school budget has reduced as school budgets are based on the number of pupils on roll, in the schools.

Forecasts are showing that whilst pupil numbers are expected to increase in more urban parts of Runnymede they are not expected to increase in Virginia Water and Englefield Green.

The new infant school would work closely with the local junior school, St Jude's C of E Junior School, with potential for a more formal partnership in the future.

The leaders from all three schools have worked closely for a number of years and share similar values and educational expectations. Each school is rated 'Good' by Ofsted. By amalgamating the two infant schools, opportunities for further joint working are offered in a more cost effective and strategic manner than at present with two separate infant schools. This will, in turn, make the school more sustainable in the long-term.

This proposal is supported by the governors of Englefield Green Infant School and Nurseries, Christ Church C of E Infant School and St Jude's C of E Junior School. The result of the amalgamation and continued collaboration with St Jude's will be that there will be provision for 60 places for children in newly amalgamated infant school in Englefield Green from reception to year two matching the PAN of 60 places at St Jude's Junior School from year 3 to year 6.

DETAILS:

Background

1. The schools are currently two distinct institutions:
 - Christ Church C of E Infant School admits up to 30 places into reception year, also known as one form of entry (1FE) and this gives an overall capacity of 90 places.
The school is a voluntary aided school which means it operates fully within the maintained education sector and has a Church of England foundation. Revenue funding comes from the local authority (LA), Surrey County Council in line with legislation. Capital funding is administered by Guildford Diocese. The school must comply fully with the DfE's School Admissions Code and is its own admission authority.
 - Englefield Green Infant School and Nurseries admits up to 60 places into reception year, also known as two forms of entry (2FE) and this gives an overall capacity of 180 places.
The school is a community school and maintained by Surrey County Council. The LA decides the admissions criteria and offers places to pupils. Revenue funding comes from the local authority (LA), Surrey County Council in line with legislation.

The school also has a nursery provision onsite offering up to 80 places.

2. The leaders from the two schools have worked closely for a number of years along with leaders from the local junior school St Jude's C of E Junior School and share similar values and educational expectations. Each school is rated 'Good' by Ofsted.

Proposal

3. Surrey County Council, in partnership with the Diocese of Guildford and the Governing Bodies of Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, is proposing to amalgamate the two schools into a single institution from September 2020. It is proposed that the new school would be a voluntary aided school and would be situated on the existing site of Englefield Green Infant School and Nurseries.
4. In order to amalgamate Christ Church C of E Infant School and Englefield Green Infant School and Nurseries:
 - i. Surrey County Council and the governing body of Christ Church C of E Infant School are proposing the closure of Christ Church C of E Infant School
 - ii. Surrey County Council and the governing body of Englefield Green Infant School and Nurseries are proposing the closure of Englefield Green Infant School and Nurseries
 - iii. The Diocese of Guildford is proposing the opening of a new voluntary aided school with Church of England character under section 11 of the Education and Inspection Act 2006 on the site of Englefield Green Infant School and Nurseries
5. It is proposed that the nursery provision currently offered by Englefield Green Infant School and Nurseries remains unchanged and will be managed in the same way by the new school. There will be no reduction in current provision

Reasons for the proposal

6. Both Christ Church C of E Infant School and Englefield Green Infant School and Nurseries have experienced a decline in admissions in recent years. This has meant that the school budget has reduced as school budgets are based on the number of pupils in the schools. The schools have introduced mixed age classes to help sustain teaching with a lower number of pupils.
7. The current pupil numbers are shown in Table 1. This illustrates that surplus places at the schools are high in relation to the capacities at the schools.

Table 1	Capacity	Reception	Year 1	Year 2	Totals
Christ Church Infant School	90	19	23	11	53
Englefield Green Infant School	180	43	37	41	121

8. Projections of future demand for school places show that the surplus of places in both schools is projected to continue.

9. Admission first preferences to the schools are shown in the Table 2. The number of pupils expressing first preferences is low. Across the three years shown in Table 2 there is a general decline in the number of first preferences.

Table 2 – first preferences	2017/18	2018/19	2019/20
Christ Church Infant School	12	8	7
Englefield Green Infant School	40	38	34

(On-time first preferences)

10. This proposal is supported by the governors of Englefield Green Infant School and Nurseries, Christ Church C of E Infant School and St Jude’s C of E Junior School. The result of the amalgamation and continued collaboration with St Jude’s will be that there will be provision for 60 places for children in newly amalgamated infant school in Englefield Green from reception to year two matching the 60 places at the local junior school, St Jude’s Junior School.
11. The new school will provide:
- One stable school
 - Greater certainty around the employment of teaching and other support staff
 - A better curriculum offer for age appropriate classes or groups
 - A sufficient budget to manage the school and provide the necessary resources for teaching and learning, and support the infrastructure of the school
 - Long term viability of the school
12. By amalgamating the two infant schools, opportunities for further joint working are offered in a more cost effective and strategic manner than at present with two separate schools. This will, in turn, make the school more sustainable in the long-term.
13. Englefield Green Infant School and Nurseries has been chosen as the site to locate the new school. Englefield Green School is a larger, more modern building which is easily accessible and needs no further development in order to accommodate the additional pupils.
14. Due to low preferences pupils in areas of Runnymede where there have been deficits of places have been offered places at Christ Church C of E Infant School. Less than 10 pupils attending Christ Church C of E Infant School have a post code in the local area of Virginia Water.

Reasons for the new school to be a voluntary aided Church of England School

15. A partnership of Surrey County Council, the Diocese of Guildford and the governing bodies of Christ Church C of E Infant School, Englefield Green Infant School and Nurseries and St Jude’s C of E Infant School considered different options for amalgamating the two infant schools.
16. It was agreed that a new C of E voluntary aided school would bring the strengths of both infant schools to a new school to support the development of

outstanding educational provision and make way for a strong and effective partnership with St Jude's C of E Junior School in the future. The new school will be a Church school which serves the local community including children and families from two neighbouring parishes. The new school will build on the legacy and traditions of the two former schools in a way which will honour the vision, values and character of both schools.

17. An Equalities and Impact Assessment is being undertaken throughout the consultation and statutory notices. Positive impacts have been identified for families with Christian beliefs who had chosen Christ Church C of E Infant school because it is a church school. Considerations have been taken of negative impacts for families who chose Englefield Green Infant School and Nurseries as a community school because they have other religious beliefs or no religious beliefs. However the school is already affiliated with the diocese and almost all pupils move on to the local Church of England junior school so the decision is to provide the same offer in year R to 2 as in year 3 – 6.
18. The new school will be a church school for the community and therefore will be inclusive of families of all faiths or with no religious beliefs. The current Englefield Green Infant School admissions policy will not change in the first year of the new school. If changes are made to the admissions criteria in the future this would be subject to a separate consultation and is not part of the current proposal.

CONSULTATION:

19. A Consultation Analysis is submitted as an appendix to the report and should be read alongside this section.
20. The informal consultation was published by Surrey County Council in partnership with the Diocese of Guildford and the Governing Bodies of Englefield Green Infant School and Nurseries, Christ Church C of E Infant School and St Jude's C of E Junior School.
21. The consultation was open from 22 January to 26 February 2020. The associated documentation was published on the Surrey County Council 'Surrey Says' website and circulated to local stakeholders. Interested parties were invited to return responses to the consultation via a formal consultation response form, included at the end of the consultation document, as well as an online form

Public Meetings

22. Two public meetings were held, one at Englefield Green Infant School and Nurseries on 30 January at 6pm and one at Christ Church C of E Infant School on 11 February at 2pm.
23. 72 people attended (44 were parent/carers or perspective parent/carers of pupils at both the current schools) on the 30 January and 36 (25 were parent/carers or perspective parent/carers of pupils at both the current schools) people attended on the 11 February.
24. A questions and answers paper was published after the meetings based on the questions asked during the two meetings

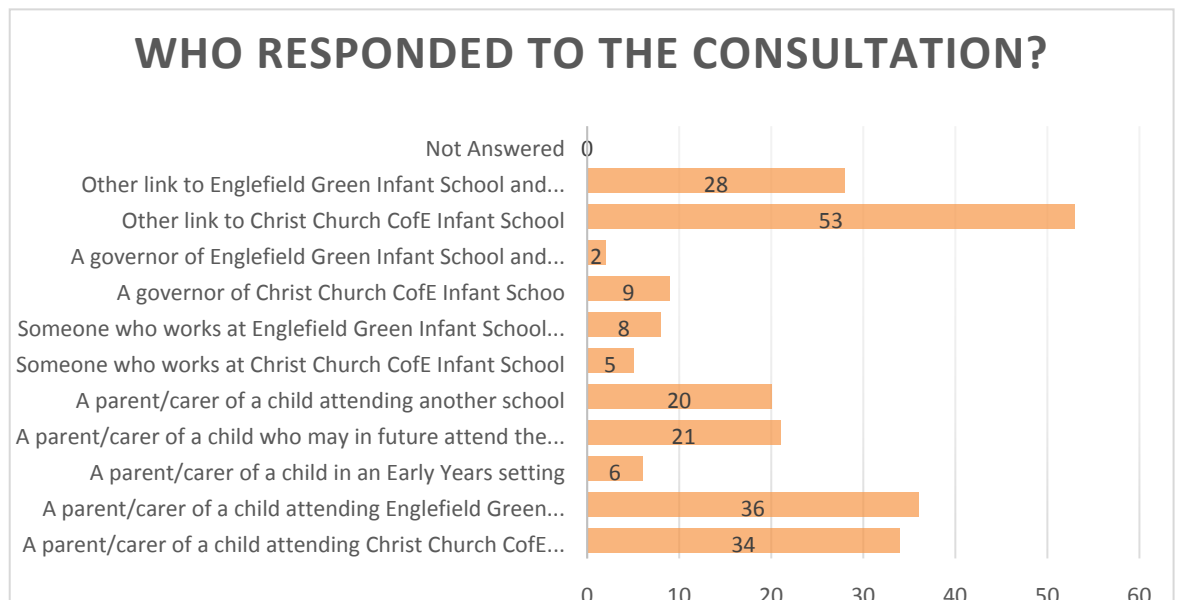
Key points from the consultation responses:

- The majority of respondents do not **agree** with the proposal (63%)
- Parents of pupils in both of the current schools made up 32% of all responses.
- The majority of parents of pupils at Christ Church C of E Infant School **disagree** with the proposal (68%)
- The majority of parents of pupils at Englefield Green Infant School and Nurseries **agree** with the proposal (58%)
- Some respondents were concerned about the new school being a church school with some 29 in support of the idea and 40 against.
- However of the 70 responses from parents of pupils at both the current schools only 21 made comments in relation to the religious designation of the new school, 16 commented they were for the school being a Church of England school and 5 were against.

Responses

25. There were 222 responses to the consultation. 26% of respondents agreed with the proposal, 63% of respondents disagreed with the proposal and 11% of respondents didn't know if they agreed or disagreed.

26. The chart below shows the distribution of who responded to the consultation. The highest percentage of respondents selected "other link to Christ Church C of E Infant School" (24%). The second largest group selected "a parent/carer of a pupil attending Englefield Green Infant School and Nurseries" (17%), and third selected "a parent/carer of a pupil attending Christ Church C of E Infant School" (16%). The fourth largest group selected "other link to Englefield Green Infant School and Nurseries (13%)



Percentage who agreed/disagreed/didn't know by individual groups:

27. Out of 34 responses from parent/carers of a pupil attending Christ Church C of Infant School 18% agree, 68% disagree, 15% don't know

- 28. Out of 36 responses from parent/carers of a pupil attending Englefield Green Infant Schools and Nurseries 56% agree, 25% disagree, 19% don't know
- 29. Out of 53 responses from other links to Christ Church C of E Infant School 9% agree, 83% disagree, 8% don't know
- 30. Out of 28 responses from other links to Englefield Green Infant School and Nurseries 25% agreed with the proposal, 72% disagreed with the proposal, 4% didn't know
- 31. 178 out of 222 respondents left comments in response to the consultation.

Petitions

- 32. A petition has been published on Change.org in opposition to the closure of Christ Church C of E Infant School. 388 people had signed the petition on 26 February 2020
- 33. The National Secular Society have published a petition calling on Surrey County Council to reject proposals to replace Englefield Green Infant School with a voluntary aided Church of England faith school. The petition was not submitted as part of the organisations response to the consultation and it is not known how many people have signed the petition.

Key themes from the consultation

There were 7 key themes that emerged from the consultation response

New school and Implementation

- 34. Respondents mentioned hopes and fears for the new school. Some respondents mentioned the current mixed age class teaching (3%) at the current schools and the majority who mentioned mixed age class teaching would prefer to move back to individual year groups. Some parents mentioned the larger size of the school (5%) and classes and were concerned about the impacts on pupils from Christ Church.
- 35. Some respondents were concerned about the new school being a church school with some respondents in support of the idea (13%) and some against (18%). It should be noted that there were also 13 (6%) responses tagged as "loss of links to the local church" that were not given the tag of "Church of England character – For" as they do not want the new school to be in Englefield Green.
- 36. Out of the 70 responses from parents of pupils at the current two schools 21 made comments in relation to the religious designation of the school, 16 commented they were for the school being a Church of England school and 5 commented that they were against.

Traffic and Transport

- 37. 18% of respondents commented regarding traffic and transport barriers. Some were concerned about the additional traffic in Englefield Green. Some respondents were concerned about additional journey time to the new school, particularly for pupils at Christ Church who already travel from Chertsey to Virginia Water.

38. 2% of respondents transport and traffic enablers mentioning better traffic on the road that the Christ Church Infant School is on and closer proximity to local junior school St Jude's. Some respondents mentioned benefits for traffic on the road that Christ Church Infant School is currently on.

Admissions and place planning

39. 12% of respondents commented on admissions and place planning. Some respondents mentioned the need for more school places in Chertsey. Some respondents advised they would have liked to be informed of the consultation before the closing date for admissions for Sept 2020. Some respondents felt more should be done to publicise surplus places at Christ Church. Some respondents felt that more should be done to provide affordable housing in Virginia Water to bring families into the area
40. 10% mentioned new housing developments particularly in Longcross and Chertsey and felt that families moving into the area would benefit from the places currently at Christ Church.

Loss in closure of Christ Church C of E Infant School

41. 12% of respondents mentioned loss to Christ Church pupils and families, valuing the small site and smaller class sizes. Some respondents value the current teaching and support at Christ Church and worry this will be lost in the new school.
42. 19% of respondents mentioned loss to the community in Virginia Water, the heritage of the site and the value in a school that has been open for 175 years. 7% commented on the loss of links to the local church, Christ Church Virginia Water. 2% of respondents asked what will happen to the site that Christ Church C of E Infant School is currently on.

Positive Impacts

43. 3% of respondents mentioned positive impacts of the partnership seeing gain in the collaboration between the two schools. 5% mentioned positive impacts for children. 13% commented on positive financial impacts mentioning the new school would be a better sustainable offer. 4% of respondents were positive about the new school being situated on the Englefield Green site.

Negative Impacts

44. 6% of respondents felt distrust in the consultation and the decision making before the consultation was published.
45. 6% of respondents were concerned about negative impacts for staff and wanted to make sure staff were not adversely impacted. 9% respondents felt there were negative impacts for children and young people in amalgamating the two schools particularly for pupils currently at Christ Church who may need support in transitioning to a larger site and who have experienced change in staff in the past and need stability. 4% mentioned negative impacts for children with special educational needs and disabilities. 1% also mentioned negative impacts on low income families such as additional travel and costs of new uniforms.

Ideas and Innovation

46. 3% of respondents had ideas for what the current site in Virginia Water could be used for. 7% had ideas for the new school and 6% had ideas to support transition.

Risk Management and Implications

47. The informal consultation has been completed in compliance with the relevant legislation governing such decisions. Therefore there is no outstanding risk associated with this.
48. There are associated risks whether the decision is taken to proceed with the proposal or halt. Work is being undertaken to mitigate against the risks associated.

Financial and Value for Money Implications

49. This proposal means that the current site of Christ Church C of E Infant School will no longer be required by the new school. There are no current proposals for the future use of the site. The ownership of the building and land is split between owners including the County Council and diocesan site trustees. Any changes to the use of the site would need to be agreed by the Secretary of State for Education.
50. It is proposed that Surrey County Council transfer the building and land of Englefield Green Infant School and Nurseries to be held in trust by Guildford Diocese
51. There are no identified building requirements on the site at Englefield Green Infant School and Nurseries which will become the site of the new school.
52. By amalgamating the two schools and reducing the combined PAN of 90 to 60 it is expected that the new school will run with fewer surplus places and will offer a financially sustainable future based on the running costs of one school on one site for 60 pupils.
53. The revenue budget to fund the additional travel and uniform costs for some children will need to be identified within Council resources as these are not able to be funded with Dedicated Schools Grant (DSG) funding.

Section 151 Officer Commentary

54. Although significant progress has been made over the last twelve months to improve the Council's financial position, the medium term financial outlook is uncertain as it is heavily dependent on decisions made by Central Government. With no clarity on these beyond 2020/21, our working assumption is that financial resources will continue to be constrained, as they have been for the majority of the past decade. This places an onus on the Council to continue to consider issues of financial sustainability as a priority in order to ensure stable provision of services in the medium term. As such, the Section 151 Officer supports the proposals within this paper and notes the potential non DSG costs which will need to be delivered within existing revenue budgets factored into the Medium-Term Financial Strategy.

Legal Implications – Monitoring Officer

Section 13 of the Education Act 1996 places a general duty on the Council to secure that efficient primary and secondary education is available to meet the needs of the population in its area. In doing so, the Council is required to contribute to the

spiritual, moral, mental and physical development of the community. Section 14 of the Education Act 1996 places a duty on the Council to secure that sufficient schools for providing primary and secondary education are available in its area.

The best value duty is contained in s3 of the Local Government Act 1999 as a result of which the Council is under a duty to make arrangements to secure continuous improvement in the way in which functions are exercised, having regard to a combination of economy, efficiency and effectiveness. The relevant guidance states that Councils should consider overall value, including economic, environmental and social value when reviewing service provision.

The Council owes a fiduciary duty to its Council tax payers, analogous to that owed by trustees responsible for looking after property belonging to other people. Accordingly in deciding to spend money a local authority must take account of the interests of Council taxpayers who have contributed to the Council's income and balance those interests against those who benefit from the expenditure. It will also need to act in a prudent way having regard to the short and long term consequences of the decision.

In considering this Report, Cabinet must give due regard to the results of the informal consultation as set out in the report attached and the response of the Service to the consultation comments and conscientiously take these matters into account when making its final decision.

Equalities and Diversity

- 55. An Equalities Impact Assessment is being carried out during this period of informal consultation and will continue to be updated throughout the statutory representation if the decision is to progress.
- 56. Positive impacts have been identified for families with Christian beliefs who had chosen Christ Church C of E Infant school because it is a church school. Considerations have been taken of negative impacts for families who chose Englefield Green Infant School and Nurseries as a community school because they have other religious beliefs or no religious beliefs. The school is already affiliated with the diocese and almost all pupils move on to the local Church of England junior school so the decision is to provide the same offer in year R to 2 as in year 3 – 6.
- 57. Positive and negative impacts have been identified in terms of travel to the new site for families from Christ Church Infant School. It should be considered how negative impacts can be reduced particularly for low income families.

Other Implications:

- 58. The potential implications for the following council priorities and policy areas have been considered. Where the impact is potentially significant a summary of the issues is set out in detail below.

Area assessed:	Direct Implications:
Corporate Parenting/Looked After Children	Set out below
Safeguarding responsibilities for vulnerable children and adults	Set out below

Environmental sustainability	Set out below
Public Health	Set out below

Corporate Parenting/Looked After Children implications

59. The needs of Looked After Children affected by the proposal would be prioritised through school admission arrangements whereby Looked After Children are the highest criterion

Safeguarding responsibilities for vulnerable children and adults implications

60. Safeguarding vulnerable children is a high priority in Surrey schools. Schools have considerable expertise in safeguarding vulnerable children and adhere to robust procedures. The current schools will continue to apply good practice in the area of safeguarding as will the new school if the proposal is approved. Safeguarding is monitored when Ofsted carries out inspections of schools.

Environmental sustainability implications

61. If the site at Christ Church Infant School were to close, there would be implications on families residing close to the school, or further away from the new site at Englefield Green, travelling further and in turn on carbon emissions. However some families will have shorter journeys based on their current addresses or having siblings at St Jude's C of E Junior School

Public Health implications

62. The well-being of children and their families could be affected the additional pressures of needing to change school, transition to a new setting and for some a new site, potential additional costs associated and the impact of additional travel for some

WHAT HAPPENS NEXT:

63. Subject to Cabinet Member approval to proceed with this proposal, the next steps are:

- Surrey County Council to publish statutory notices for the closure of Christ Church C of E Infant School
- Surrey County Council to publish statutory notices for the closure of Englefield Green Infant School and Nurseries
- The Diocese of Guildford to publish statutory notices to open a new voluntary aided school and nursery on the site at Englefield Green
- The above statutory notices will be published together for a period of 4 weeks (term time) for further representation
- Following this period, on 12 May 2020 the Leader would consider the proposal and responses to the consultation and make a decision whether to determine the statutory notices

Contact Officer:

Jane Keenan, Commissioning Manager, 020 8541 7017

Consulted:

Christ Church C of E Infant School
Englefield Green Infant School and Nurseries
Governing bodies of both schools
Diocese of Guildford
Christ Church Virginia Water
Parents/carers of pupils attending both schools
Parents/carers who selected either school as a preference for a school place Sept 2020
Local residents
St Jude's C of E Junior School (Headteacher, Governing Body, Parents and Carers)
Local schools in Runnymede
Local County Councillors
Borough Councillors
Parish Council
Borough Council
Julie Iles, Lead Cabinet Member for All Age Learning
Tim Edwards, Leader of the Council
Dave Hill, Executive Director Children Families and Learning
Liz Mills, Director for Education Skills and Lifelong Learning
Jane Winterbone, Assistant Director for Education

Annexes:

Consultation Analysis Report
Equalities Impact Assessment

Sources/background papers:

- The Education Act 1996; the Education Act 2002; the Education Act 2005; the Education and Inspections Act 2006.
- Consultation document regarding the proposal to open a new school by amalgamating Christ Church C of E Infant School and Englefield Green Infant School and Nurseries

Consultation Analysis

**PROPOSAL TO CREATE A NEW SCHOOL AMALGAMATING CHRIST
CHURCH C OF E INFANT SCHOOL AND ENGLEFIELD GREEN INFANT
SCHOOL AND NURSERIES**



SURREY
COUNTY COUNCIL

Consultation Analysis - Proposal to Create a New school amalgamating Christ Church C of E infant school and Englefield Green Infant School and Nurseries

Introduction

Surrey County Council, in partnership with the Diocese of Guildford and the Governing Bodies of Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, published an informal consultation on the proposal to open a new school by amalgamating the two schools into a single institution from September 2020. It is proposed that the new school would be a voluntary aided school and would be situated on the existing site of Englefield Green Infant School and Nurseries.

This paper is an analysis of the responses received during the informal consultation period. This paper will be submitted to the Lead Cabinet Member for All Age Learning with the Cabinet Member report for consideration in the decision to determine whether to proceed with the publication of statutory notices.

Subject to that decision a period of statutory representation will commence from 11 March to 22 April. A further paper will be published analysing responses during that period and will be submitted with the report to the Leader of the Council on 12 May 2020.

Consultation Summary

The informal consultation was open from 22 January to 26 February. The associated documentation was published on the Surrey County Council 'Surrey Says' website and circulated to local stakeholders. Interested parties were invited to return responses to the consultation via a formal consultation response form, included at the end of the consultation document, as well as an online form.

Two public meetings were held, one at Englefield Green Infant School and Nurseries on 30 January at 6pm and one at Christ Church C of E Infant School on 11 February at 2pm.

The responses to the consultation will inform the decision taken by the Lead Cabinet Member of All Age Learning on 10 March whether to progress to statutory notices and the further decision taken by the Leader of the Council proposed for 12 May to determine the statutory notices.

An Equalities Impact Assessment is being completed throughout the informal consultation period and statutory notices and responses to the consultation will contribute to this.

Key points from the consultation responses:

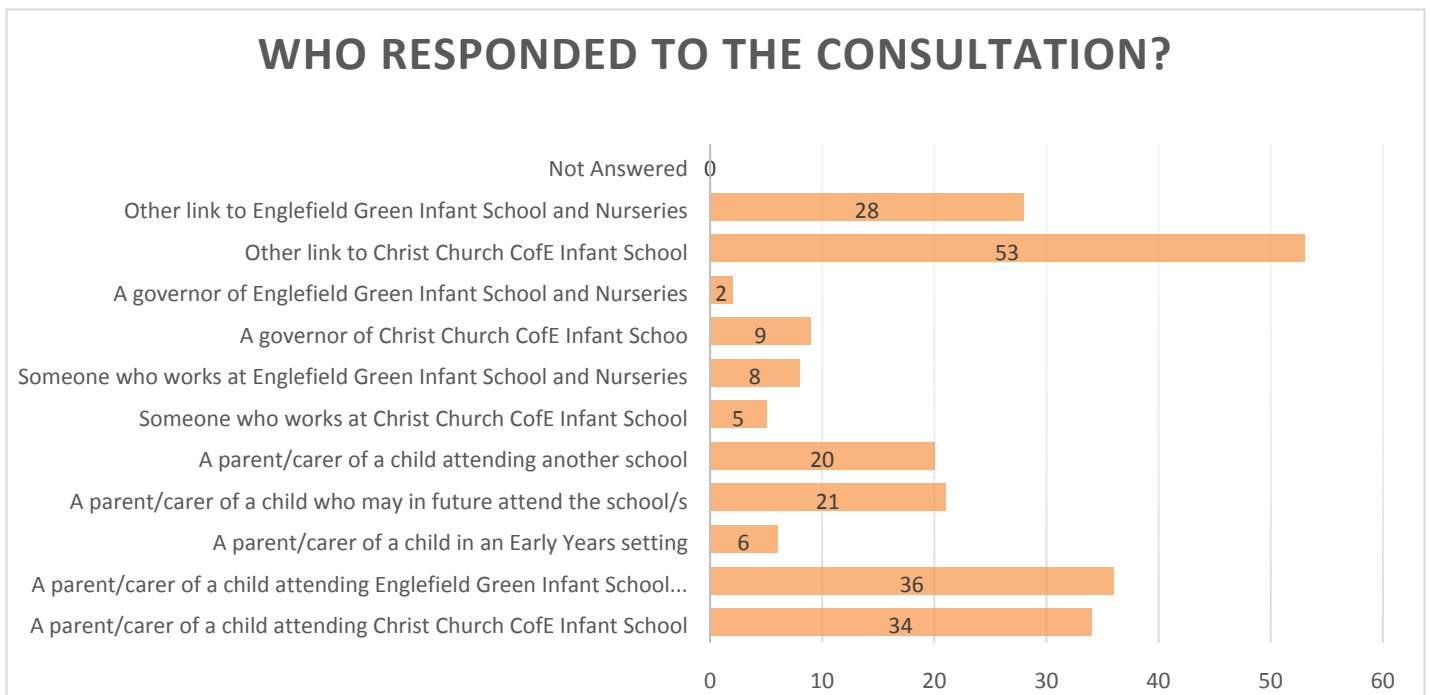
- The majority of respondents do not **agree** with the proposal (63%)
- 32% of all responses were from parents of pupils currently at both schools
- The majority of parents of pupils at Christ Church C of E Infant School **disagree** with the proposal (68%)
- The majority of parents of pupils at Englefield Green Infant School and Nurseries **agree** with the proposal (58%)

- Some respondents commented on the new school being a church school with 29 in support of the idea and 40 against.
- Out of the 70 responses from parents of pupils at both the current schools only 21 made comments in relation to the religious designation of the new school, 16 were for the school being a Church of England school and 5 were against.

Quantitative Analysis

There were 222 responses to the consultation. 26% of respondents agreed with the proposal, 63% of respondents disagreed with the proposal and 11% of respondents didn't know if they agreed or disagreed.

The chart below shows the distribution of who responded to the consultation. The highest percentage of respondents selected "other link to Christ Church C of E Infant School" (24%). The second largest group selected "a parent/carer of a pupil attending Englefield Green Infant School and Nurseries" (17%), and third selected "a parent/carer of a pupil attending Christ Church C of E Infant School" (16%). The fourth largest group selected "other link to Englefield Green Infant School and Nurseries" (13%)



Percentage who agreed/disagreed/didn't know by individual groups

Responses from parent/carer of a pupil attending Christ Church C of Infant School

Out of 34 responses 18% agree, 68% disagree, 15% don't know

Responses from parent/carer of a pupil attending Englefield Green Infant Schools and Nurseries

Out of 36 responses 56% agree, 25% disagree, 19% don't know

Responses from other links to Christ Church C of E Infant School

Out of 53 responses 9% agree, 83% disagree, 8% don't know

Responses from other links to Englefield Green Infant School and Nurseries

Out of 28 responses 25% agreed with the proposal, 72% disagreed with the proposal, 4% didn't know

Qualitative Analysis

Respondents had the opportunity to add comments at the end of the survey. Comments left in reply to free-text questions were tagged drawing on 29 possible tags. Each response could have more than one tag attached. The overall frequency of each of the tags provides an indicator of respondent's main concerns regarding the proposal.

Sub theme	Tag	Number of responses	Prevalence (% out of total responses)
New school and implementation	Mixed age learning	7	3%
	New school - barriers	27	12%
	New school - enablers	30	14%
	Church of England character - Against	40	18%
	Church of England character - For	29	13%
	Larger size of classes and school	11	5%
Traffic and transport	Traffic and Transport – barriers	40	18%
	Traffic and Transport – enablers	4	2%
Admissions and Place Planning	Admissions and Place Planning	26	12%
	Housing developments	21	10%
Loss in closure of Christ Church Infant School	Loss to Christ Church pupils and families	27	12%
	Loss of links to local church CCVW	16	7%
	Loss to community in VW	42	19%
	What will the site be used for?	5	2%
Positive impacts	Positive impacts for children	10	5%
	Positive impacts for staff	3	1%
	Positive impacts of partnership	7	3%
	Positive impacts financial	13	6%
	Positive impacts of EG site	8	4%

Negative Impacts	Distrust in the consultation and implementation	13	6%
	Negative impacts for children	19	9%
	Negative impacts for staff	13	6%
	Negative impacts partnership	2	1%
	Negative impacts financial	4	2%
	Negative impacts on CYP with SEND	8	4%
	Negative impacts on low income families	3	1%
Ideas and innovation	Ideas for CC site	7	3%
	Ideas for new school	16	7%
	Ideas to support transition	14	6%
Questions	Questions - other	15	7%

Key themes from the consultation

There were 7 key themes that emerged from the consultation response

New school and Implementation

Respondents mentioned hopes and fears for the new school. Some respondents mentioned the current mixed age class teaching (3%) at the current schools and the majority who mentioned mixed age class teaching would prefer to move back to individual year groups.

Some parents mentioned the larger size of the school (5%) and classes and were concerned about the impacts on pupils from Christ Church.

Some respondents were concerned about the new school being a church school with some respondents in support of the idea (13%) and some against (18%). It should be noted that there were also 13 (6%) responses tagged as “loss of links to the local church” that were not given the tag of “Church of England character – For” as they do not want the new school to be in Englefield Green.

Out of the 70 responses from parents of pupils at the current two schools 21 made comments in relation to the religious designation of the school, 16 commented they were for the school being a Church of England school and and 5 commented that they were against.

Traffic and Transport

18% of respondents commented regarding traffic and transport barriers. Some were concerned about the additional traffic in Englefield Green. Some respondents were concerned about additional journey time to the new school, particularly for pupils at Christ Church who already travel from Chertsey to Virginia Water.

2% of respondents transport and traffic enablers mentioning better traffic on the road that Christ Church Infant School is on and closer proximity to local junior school St Jude’s.

Admissions and Place Planning

12% of respondents commented on admissions and place planning. Some respondents mentioned the need for more school places in Chertsey. Some respondents advised they would have liked to be informed of the consultation before the closing date for admissions for Sept 2020. Some respondents felt more should be done to publicise surplus places at Christ Church. Some respondents felt that more should be done to provide affordable housing in Virginia Water to bring families into the area

10% mentioned new housing developments particularly in Longcross and Chertsey, and felt that families moving into the area would benefit from the places currently at Christ Church.

Loss in closure of Christ Church C of E Infant School

12% of respondents mentioned loss to Christ Church pupils and families, valuing the small site and smaller class sizes. Some respondents value the current teaching and support at Christ Church and worry this will be lost in the new school.

19% of respondents mentioned loss to the community in Virginia Water, the heritage of the site and the value in a school that has been open for 175 years. 7% commented on the loss of links to the local church, Christ Church Virginia Water. 2% of respondents asked what will happen to the site that Christ Church C of E Infant School is currently on.

Positive Impacts

3% of respondents mentioned positive impacts of the partnership seeing gain in the collaboration between the two schools. 5% mentioned positive impacts for children. 13% commented on positive financial impacts mentioning the new school would be a better sustainable offer. 4% of respondents were positive about the new school being situated on the Englefield Green site.

Negative Impacts

6% of respondents felt distrust in the consultation and the decision making before the consultation was published.

6% of respondents were concerned about negative impacts for staff and wanted to make sure staff were not adversely impacted. 9% respondents felt there were negative impacts for children and young people in amalgamating the two schools particularly for pupils currently at Christ Church who may need support in transitioning to a larger site and who have experienced change in staff in the past and need stability. 4% mentioned negative impacts for children with special educational needs and disabilities. 1% also mentioned negative impacts on low income families such as additional travel and costs of new uniforms.

Ideas and Innovation

3% of respondents had ideas for what the current site in Virginia Water could be used for. 7% had ideas for the new school and 6% had ideas to support transition.

Additional analysis of parent/carers responses at both schools

Christ Church Infant School

The majority of parent/carers who responded from Christ Church Infant School disagree with the proposal. There were 34 responses and there are currently 53 pupils in the school, 42 in years R and 1 who will be affected by the consultation.

The comments left by parents who disagreed (68%) with the proposal mention the value of the current teaching at Christ Church, value of the current site and small school, concerns about transition particularly for pupils with special needs

“Christ Church is a fantastic school it’s small, and every staff member truly knows every pupil on a personal level. My children feel safe here it’s like a family”

“This is an abhorrent waste of an amazing school area with forestry facilities and a swimming pool.”

Also concerns about increased distance to travel to the new school and particular concerns from families in Chertsey who currently travel 4 miles to Virginia Water and the journey would increase to 6 miles.

“I am a Chertsey resident who was not able to send my daughter to a school at the end of our Road or any in our town we accepted a place at Christchurch which turns out is a gem of a School..... Myself along with at least 7 or 8 other parents will now have to travel by car approx 24 miles a day to and from Englefield Green this affects our jobs and childcare, do we have a choice? I don't think this an option for us I will consider home schooling.”

“traffic at Englefield Green is already heavy during school hours and unfair to the residents”

Some parent/carers also commented on timescales for moving to the new school

“Given the very short notice of potential amalgamation, no period of time has been allowed to discuss the full potential impact on children affected and the disruption they will experience”

The comments left by parents who agree (18%) with the proposal mentioned the stability in the new school and improved facilities and funding. They also mentioned a need for good transition arrangements for Christ Church pupils.

“I can see that an amalgamation has the potential to deliver the consistency in leadership and staff that Christ Church desperately needs and I am hopeful that the negatives of large class sizes and change for the children will be balanced by consistency, improved facilities and funding and more appropriate teaching arrangements”

The comments left by parent/carers who didn’t know (15%) whether to agree or disagree raised questions of whether only one infant school in Virginia Water is sufficient and concerns of travel and transport.

Englefield Green Infant School and Nurseries

Over half of the parent/carers who responded from Englefield Green Infant School and Nurseries agree with the proposal. There were 36 responses and there are currently 121 pupils at the school, 80 in years R and 1 who will be affected by the consultation. The number of responses are similar, however a lower percentage of parent/carers from Englefield Green responded to the consultation than Christ Church as there are more pupils at Englefield Green.

The comments left by parent/carers who agree (55%) with the proposal mentioned opportunities to move back to one year class teaching over mixed age teaching, building on strengths of both schools, positives of becoming a Church of England school and sustainability for the future.

“better facilities, resources, parental engagement and most importantly, excellent leadership.”

“Given both schools already have links to the diocese, I support this being a VA CofE school. Especially given the strong link to St Jude’s school.”

“I believe that it would be immensely beneficial to both schools. EGIS is a superb school with exceptional management and dedicated, well meaning, incredible teachers who just want the children to succeed.”

The comments left by parents who disagreed (25%) with the proposal mentioned disruption for pupils, worries in losing the current school and additional traffic in the area.

“--- has settled in really well and loves his school, teachers and class mates. This proposal to close the school is absurd and will cause so much destruction for all the children”

“Extra pupils will create very big problems with traffic outside the school it’s bad enough now.”

Some mentioned not wanting their child to attend a Church of England School

“I do not agree with faith schools”

The comments left by parent/carers who didn’t know (19%) whether to agree or disagree mentioned wanting to have more information about the proposal, worry if teachers leave, how transition would be managed, cost of new uniforms and the new school being a Church of England School.

“I can see there are sensible financial arguments and efficiencies driving this proposal in the longer term. My concerns are around how the transition is managed for current pupils and their parents/carers - particularly for children with additional needs.”

“ Many parents rely on second hand uniform to keep costs down or pass on uniform to younger siblings. A change in uniform will result in an additional financial burden to current parents.”

“As my child attends EGIS it’s advantage for us that the new school is going to be formed in Englefield Green . What’s worry me is parking space near school as the only way to drop my child to school is by car. At the moment parking space is very limited so how another 60 cars going to park find the space?”

“I am a bit concerned of introducing a strong religious component in the Education of my child at such early age. As they grow older they can understand better complex ideas and make their minds. As I have seen in other CofE schools, I am concerned as well on future admission restrictions to only Christian children.”

Public Meetings

Two public meetings were held, one on 30 January at Englefield Green Infant School and the second on 11 February at Christ Church Infant School. At each public meeting there was a short presentation followed by 45 minutes for attendees to ask questions.

72 people attended on 30 January:

7 parents of pupils at Christ Church

17 parents of pupils at Englefield Green

17 parents who did not specify which school their children attends

12 staff at Englefield Green Infant School and Nurseries

6 staff at Christ Church Infant School
5 Governors at Christ Church, Englefield Green or St Judes
3 perspective parents of the two current schools
5 residents/members of local community.

36 people attended on 11 February:

1 parent of pupils at Christ Church
4 parents of pupils at Englefield Green
10 parents/grandparents who did not specify which school their children attends
6 staff at Christ Church Infant School
2 staff from other schools
2 residents/members of local community
6 other affiliation with Christ Church Infant School
5 Other

Themes arising from the public meetings reflect the themes from the responses to the consultation. After the public meetings questions and answers were published on Surrey Says alongside the consultation information. This can be found as an appendix to this report.

Responses on behalf of organisations and petitions

The National Secular Society

The National Secular Society have submitted a response opposing the proposal. The society suggest that Englefield Green Infant School and Nursery should remain a community school

The response shows concern that the new school could be discriminatory to non-Anglican families, the society would strongly oppose any changes to current admissions arrangements in the future. They are concerned that in the future, if oversubscribed, the school could choose to select 100% of its pupils based on religion.

The response outlines reasons for opposing the new school under the following 5 headings:

1. Faith schools are inherently discriminatory.
2. Voluntary aided faith schools can apply discriminatory admissions policies.
3. Most parents just want a good local school – not a faith school.
4. A new faith school would create an imbalance of denominational provision and impede parental rights.
5. A new faith school would harm community cohesion

Guildford Diocesan Board of Education (GDBE)

Guildford Diocesan Board of Education is the religious authority for Christ Church CofE Infant School and the proposer of the new Voluntary Aided Church of England infant school on the Englefield Green site.

A formal response has been submitted supporting the proposal set out in the consultation document.

The Board supports the analysis set out in the consultation document that the quality of education for infant aged pupils in the Virginia Water and Englefield Green area will be best served by the amalgamation of CCVW and EGIS on the Englefield Green site. Building on the history and heritage of both schools, the new, larger infant school will be more sustainable and better able to develop an outstanding educational offer for all local pupils in a stable and disciplined environment, working

with St Jude's CofE Junior nearby. As a Church of England school, the new school will have a distinctly Christian ethos but be fully inclusive of those of other faiths and no faith.

The Accord Coalition for Incisive Education

A response has been submitted disagreeing with the proposal. The concern is that the school would not be inclusive of all faiths and concern that the admissions policy could be changed to include a faith based criteria.

The response questions the statement 'Church schools do not seek to convert children to Christianity' and felt this could not be guaranteed in the future.

They also raised concern for impacts on staff who are not Anglican and their future opportunities for promotion within a church school and the risk of religious discrimination in the appointment of governors.

The response also raised concern if the land of the site at Englefield Green will transfer from Surrey County Council and be held in trust by the Diocese of Guildford. The respondent states "traditionally faith school providers have provided the land for their VA schools and this has been part of the partnership between the providers and the state. We observe therefore, that the Council surrendering land in this way departs from traditional practice and may not be in the best interests of achieving value for the Surrey tax payer."

Humanists UK

A response has been submitted disagreeing with the proposal. They raise concerns that Englefield Green Infant School and Nurseries will close as a community school and that the new school will be a Church of England School.

They raise concern that the differences between a VA school and a community school are not made clear in the consultation documents.

They raise concerns for any future recruitment and potential to promote staff on the basis of their religious background.

Petitions

A petition has been published on Change.org in opposition to the closure of Christ Church C of E Infant School. 388 people had signed the petition on 26 February 2020

The National Secular Society have published a petition calling on Surrey County Council to reject proposals to replace Englefield Green Infant School with a voluntary aided Church of England faith school. The petition was not submitted as part of the organisations response to the consultation and it is not known how many people have signed the petition.

Appendix One



Questions and
Answers 140220.pdf

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1. Explaining the matter being assessed

EIA Title	Proposal to open a new school by amalgamating Christ Church C of E Infant School and Englefield Green Infant School and Nurseries			
Did you use the EIA Screening Tool? (Please tick or specify)	Yes (Please attach upon submission)	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	
What policy, function or service change are you assessing?	<p>Surrey County Council, in partnership with the Diocese of Guildford and the Governing Bodies of Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, is proposing to open a new school by amalgamating Christ Church C of E Infant School and Englefield Green Infant School and Nurseries into a single institution from September 2020. It is proposed that the new school would be a voluntary aided Church of England school and would be situated on the existing site of Englefield Green Infant School and Nurseries.</p>			
Why does this EIA need to be completed?	<p>The EIA is being completed to assess the impact under protected characteristics. Taking into account responses to the public consultation of pupils and parents the impacts will be assessed and mitigations considered. This document will be submitted with the Lead Cabinet Member report on 10 Mar 2020 to be taken into account in the decision whether to progress to statutory notices. It will continue to be updated throughout the representation period and reviewed again by the Leader of the council for a final decision on 12 May 2020</p>			
Who is affected by the proposals outlined above?	<p>Christ Church C of E Infant School and Englefield Green Infant School and Nurseries: Pupils and their families Potential pupils Staff and Governors</p> <p>Local residents Other schools in Runnymede in primary phase Junior Schools in the area particularly St Jude's C of E Junior School and St Ann's Heath</p>			
How does your service proposal support the outcomes in the Community Vision for Surrey 2030?	<ul style="list-style-type: none"> • Children and young people are safe and feel safe and confident • Everyone benefits from education skills and employment opportunities that help them succeed in life 			
Are there any specific geographies in Surrey where this will make an impact? (Please tick or specify)	<input type="checkbox"/> County Wide		<input checked="" type="checkbox"/> Runnymede	
	<input type="checkbox"/> Elmbridge		<input type="checkbox"/> Spelthorne	
	<input type="checkbox"/> Epsom and Ewell		<input type="checkbox"/> Surrey Heath	



	Guildford		Tandridge	
	Mole Valley		Waverley	
	Reigate and Banstead		Woking	
	Not Applicable			
	County Divisions (please specify if appropriate):			
Briefly list what evidence you have gathered on the impact of your proposals?	<p>A full consultation analysis is available with this report</p> <p>Survey</p> <p>An informal consultation was open from 22 January to 26 February 2020. The associated documentation was published on the Surrey County Council 'Surrey Says' website and circulated to local stakeholders. Interested parties were invited to return responses to the consultation via a formal consultation response form, included at the end of the consultation document, as well as an online form</p> <p>There were 222 responses to the consultation. 26% of respondents agreed with the proposal, 63% of respondents disagreed with the proposal and 11% of respondents didn't know if they agreed or disagreed</p> <p>Public Meetings</p> <p>Two public meetings were held, one at Englefield Green Infant School and Nurseries on 30 January at 6pm and one at Christ Church C of E Infant School on 11 February at 2pm.</p> <p>72 people attended (44 were parent/carers or perspective parent/carers of pupils at both the current schools) on the 30 January and 36 (25 were parent/carers or perspective parent/carers of pupils at both the current schools) people attended on the 11 February.</p> <p>A questions and answers paper was published after the meetings based on the questions asked during the two meetings</p>			

2. Service Users / Residents

There are 10 protected characteristics to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships
10. Carers protected by association

Though not included in the Equality Act 2010, Surrey County Council recognises that socio-economic disadvantage is a significant contributor to inequality across the County and therefore regards this as an additional factor.

Therefore, if relevant, you will need to include information on this. Please refer to the EIA guidance if you are unclear as to what this is.

AGE						
What information (data) do you have on affected service users/residents with this characteristic?						
Children who are currently in year R and year 1 at Christ Church C of E Infant School Children who are currently in year R and year 1 at Englefield Green Infant School and Nurseries Children who are currently applying for a year R place at either school for September 2020						
Impacts (Please tick or specify)	Positive		Negative		Both	✓
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
<i>What impacts have you identified?</i>	<i>What are you basing this on?</i>		<i>Actions to mitigate or enhance impacts</i>	<i>Due date</i>	<i>Who is responsible for this?</i>	
Change of school will change journey times for children who are currently in year R and year 1 at Christ Church Infant School This will be positive impact for some and negative for others	Responses to the consultation and pupil data Pupil data: Some pupils live nearer the new site of have siblings at St Jude's which is closer to the new site. Some pupils live further away from the new site		This will need to be considered if the proposal is approved. The provision of home to school transport will be considered in line with the Surrey County Council transport policy and will differ for each child. If Christ Church C of E Infant School was the nearest school at the time of the original application for a school place and they are now having to travel over the statutory walking distance to	01/09/2020	SCC	

	Some parents already travel a long distance to school and the new school is further	school at the Englefield Green Infant School site, transport will be provided.		
<p>Although no change to the school site the school, name, uniform and governance is changing and will impact children who are currently in year R and year 1 at Englefield Green Infant School and Nurseries. These changes will also impact pupils currently in Year R and Year 1 at Christ Church.</p> <p>There are positive and negative impacts within this</p>	Responses to the consultation	<p>Support with transition</p> <p>Staff from both schools providing a consistency from the two schools to one.</p> <p>Visits to the new school site for Christ Church pupils</p>	01/09/2020	Implementation team (reps from current schools, shadow gov body for new school to be appointed)
Families with children who are currently applying for a year R place at either school for September 2020 may wish to change their preference based on the proposal	Responses to the consultation and questions in the public meeting	<p>The date for late changes to preferences was extended to 18 February 2020 and all parents who had named either school as a preference were sent a letter to advise this.</p> <p>A place offered at either current school will automatically become a place at the new school if the proposal is approved.</p>	Complete	JK

**What other changes is the council planning/already in place that may affect the same groups of residents?
Are there any dependencies decisions makers need to be aware of**

N/A

Any negative impacts that cannot be mitigated? Please identify impact and explain why

The negative impacts of change particularly around the loss of the site at Virginia Water cannot be mitigated within this proposal but can be reduced by supporting transition

Disability

What information (data) do you have on affected service users/residents with this characteristic?

There are less than 10 pupils across both current schools who have an Education Health and Care Plan
There are also pupils at both schools receiving SEN support
There are approx 70 pupils living in Runnymede who are in year one or younger and have an Education Health and Care Plan

Impacts (Please tick or specify)	Positive		Negative		Both	
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner
Pupils with SEND particularly ASD may find change challenging and will need support with transition	Responses to the consultation	National Autism Society	Transition plans	Liason with case workers and support workers	01/09/2020	Implementation Project Group SCC, Current Schools, New school

		Consistency of staff where possible		
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				

Race including ethnic or national origins, colour or nationality						
What information (data) do you have on affected service users/residents with this characteristic?						
<p>Jan 2019 census data shows: 29% of pupils at Christ Church Infant School are from Black, Asian and Minority Ethnic (BAME) groups 25% of pupils at Englefield Green Infant School and Nurseries are from Black, Asian and Minority Ethnic (BAME) groups</p> <p>12% Christ Church Infant School have a first language other than English 17% of pupils at Englefield Green Infant School and Nurseries have a first language other than English</p>						
Impacts (Please tick or specify)	Positive		Negative		Both	✓

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
There have not been any impacts identified during the informal consultation period based on responses	Consultation responses	Continue to monitor throughout statutory notice period and implementation		
<p>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</p>				
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				

Religion or belief including lack of belief

What information (data) do you have on affected service users/residents with this characteristic?

Families with Christian beliefs currently attending (or applying for Sept 2020) Christ Church C of E Infant School who chose the school based on the fact it is a church school
 Families of religions other than Anglican or with no religious beliefs attending (or applying for Sept 2020) Englefield Green Infant School and Nurseries
 Future pupils at St Jude's C of E Junior School

Equality Impact Assessment

Impacts (Please tick or specify)	Positive		Negative		Both	✓
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner	
Positive impacts for Christian pupils attending Christ Church who would like the new school to be a voluntary aided church school	Responses to the consultation		Enhance by strengthening relationships with local junior school St Jude's C of E School. Also continuing links with Christ Church Virginia Water	01/09/2020	Governing Body of the new school	
Positive impacts for families who would like a Church of England school for infants and juniors in Englefield Green (currently only juniors)	<p>Responses to consultation. Historic data showing the majority of pupils move from Englefield Green Infant School to St Jude's Junior School.</p> <p>Englefield Green Infant School and Nurseries is already affiliated with the diocese and follows a Christian ethos</p>		<p>The new voluntary aided school will receive revenue funding via the Local Authority, who retain the overall responsibility for their standards and performance</p> <p>The new school will follow the Religious Education syllabus agreed by the Diocese, which is very similar to Surrey's.</p> <p>The new school will be inspected under the Statutory Inspection of Anglican and Methodist Schools (SIAMS) framework focusing on the impact of the Church school's Christian vision on pupils and adults in addition to Ofsted Inspections which all schools are subject to.</p>	01/09/2020		

<p>Negative impacts for pupils who chose Englefield Green Infant School as it is a community (This may be families of religions other than Church of England or families with no religious beliefs)</p>	<p>Responses to the consultation. Questions in the public meeting</p>	<p>Information has been published to describe the ethos of voluntary aided church schools.</p> <p>The Diocese of Guildford propose that the new school is church school for the community and not a faith school for the faithful.</p> <p>Englefield Green Infant School and Nurseries is already affiliated with the diocese and most pupils move onto the local church school St Jude's Junior school.</p> <p>The admissions criteria will not include a faith based criteria.</p> <p>Parents have the right to apply for a school place at another school.</p>	<p>01/09/2020</p>	
<p>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</p>				
<p>N/a</p>				
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				

Sex

What information (data) do you have on affected service users/residents with this characteristic?

Impacts <small>(Please tick or specify)</small>	Positive		Negative		Both	yes
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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
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<p>The majority of respondents who mentioned additional travel time and impact of changes to ability to work were female</p>	<p>Responses to the consultation</p>	<p>This will need to be considered if the proposal is approved.</p> <p>The provision of home to school transport will be considered in line with the Surrey County Council transport policy and will differ for each child. If Christ Church CofE Infant School was the nearest school at the time of the original application for a school place and they are now having to travel over the</p>	<p>1 Sept 2020</p>	<p>SCC</p>
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		<p>statutory walking distance to school at the Englefield Green Infant School site, transport will be provided.</p> <p>Breakfast and after school clubs will be available at the new school to support working parents</p> <p>The new school is nearer the local junior school to support parents with multiple drop offs</p>		
<p>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</p>				
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				

Socio economic
<p>What information (data) do you have on affected service users/residents with this characteristic?</p>

Equality Impact Assessment

Across Runnymede there are levels of deprivation close to the most affluent areas that are often hidden from view in general statistics. Virginia Water and Englefield Green West are in the 90% decile for deprivation areas in the England – meaning it is in the least deprived 10% and 90% of other areas have a higher level of deprivation (Indices of Deprivation 2019). Parts of Englefield Green East and parts of Chertsey St Ann’s is in the 20% - 30% decile for deprivation meaning they have higher indices of deprivation than two thirds of the country.

Jan 2019 Census data shows 20% of pupils at Englefield Green and 11% of pupils at Christ Church are eligible for Free School Meals (Data for Jan 2020 census will be available by end of March 2020)

Impacts (Please tick or specify)	Positive		Negative		Both	yes
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be implemented by?		Owner
Parents from Chertsey have responded to the consultation mentioning the impacts of further travel on cost of travel and impacts on work.	Responses to the consultation. Indices of Deprivation shows that Chertsey has areas of low and high deprivation		Transport considerations as mentioned above. Consideration should be taken during statutory notices of how best to support families in Chertsey and minimise negative impacts	01/09/2020		Implementation project group
Families with low income have raised concerns about additional costs of new uniform	Responses to the consultation		Consideration to minimise costs for low income families will be considered by the shadow governing board and implementation group for the new school	01/09/2020		Implementation project group
What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of						

Any negative impacts that cannot be mitigated? Please identify impact and explain why

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3. Staff

You will need to repeat the box below (copy and paste) for each of the protected characteristics likely to be impacted

Religion or belief including lack of belief

What information do you have on the affected staff with this characteristic?

A staff consultation will commence after 12 May if the proposal is approved. Consideration will be taken of any staff member who feels impacted based on their religion or belief including lack of belief

Impacts	Positive		Negative		Both	Yes
Impacts identified		Supporting evidence	How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner
Positive impacts for Anglican members of staff who chose to work at Christ Church because of the religious designation			Staff consultation TUPE			

Equality Impact Assessment

Positive impacts for Anglican members of staff at Englefield Green who would like the school to become a Church of England school and build more links with local junior school St Jude's				
Negative impacts for members of staff at Englefield Green who chose to work in a community school (This may be staff members of religions other than Church of England or those with no religious beliefs)		Staff consultation TUPE		
What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of				
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.</i>				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>				

Disability

What information do you have on the affected staff with this characteristic?

A staff consultation will commence after 12 May if the proposal is approved. Consideration will be taken of any staff member with a disability or additional needs

Impacts	Positive		Negative		Both	
Impacts identified		Supporting evidence	How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner
Change of location (for staff currently working at Christ Church) – Negative and Positive						

**What other changes is the council planning that may affect the same groups of staff?
Are there any dependencies decisions makers need to be aware of**

If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.

Any negative impacts that cannot be mitigated? Please identify impact and explain why

Identifies negative impacts that can't be mitigated, together with evidence.

Pregnancy and maternity

What information do you have on the affected staff with this characteristic?

A staff consultation will commence after 12 May if the proposal is approved. Consideration will be taken of any staff member who is pregnant or on maternity leave

Impacts	Positive		Negative		Both	Yes
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?		When will this be implemented by?	Owner	
Change of location (for staff currently working at Christ Church) – Negative and Positive		Keep any staff members on maternity leave informed throughout process				
<p>What other changes is the council planning that may affect the same groups of staff? Are there any dependencies decisions makers need to be aware of</p> <p><i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.</i></p> <p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p> <p><i>Identifies negative impacts that can't be mitigated, together with evidence.</i></p>						

4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
<i>What changes have you made as a result of this EIA?</i>	<i>Why have these changes been made?</i>

5. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation in the in the blank box below.

Outcome Number	Description	Tick
Outcome One	No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	
Outcome Two	Adjust the policy/service/function to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	
Outcome Three	Continue the policy/service/function despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> • Sufficient plans to stop or minimise the negative impact • Mitigating actions for any remaining negative impacts plans to monitor the actual impact. 	✓
Outcome Four	Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination (For guidance on what is unlawful discrimination, refer to the Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act concerning employment, goods and services and equal pay, available here).	
<i>Please use the box on the right to explain the rationale for your recommendation</i>		



6a. Version Control

Version Number	Purpose/Change	Author	Date
Version 1		Jane Keenan	27/02/2020

The above provides historical data about each update made to the Equality Impact Assessment. Please do include the name of the author, date and notes about changes made – so that you are able to refer back to what changes have been made throughout this iterative process. For further information, please see the EIA Guidance document on version control.

6b. Approval

	Name	Date approved
Approved by*	<i>Head of Service</i>	
	<i>Executive Director</i>	
	<i>Cabinet Member</i>	
	<i>Directorate Equality Group</i>	

EIA Author	Jane Keenan
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*Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

6c. EIA Team

Name	Job Title	Organisation	Team Role
Jane Keenan	Commissioning Manager	Surrey County Council	Author
Jane Winterbone	Assistant Director for Education	Surrey County Council	Sponsor

If you would like this information in large print, Braille, on CD or in another language please contact us on:

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