

Notice of Meeting

Leader Decisions

**Date & time**

Tuesday, 10
November 2020 at
1.00 pm

Place

Remote - Microsoft
Teams

Contact

Angela Guest
Angela.guest@surreycc.gov.uk

Chief Executive

Joanna Killian

Please note that due to the Covid-19 situation this meeting will take place remotely.

Please be aware that a link to view a live recording of the meeting will be available on the Leader Decisions page on the Surrey County Council website. This page can be accessed by following the link below:

<https://mycouncil.surreycc.gov.uk/mgCommitteeDetails.aspx?ID=182>

Cabinet Member

Mr Tim Oliver (Leader of the Council)

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 (4/11/2020).

b Public Questions

The deadline for public questions is seven days before the meeting (3/11/2020).

c Petitions

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

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

(Pages 1
- 76)

The Leader of the Council is asked to review the summary of the evidence in the report and the consultation analysis and decide whether to determine the statutory notices.

Joanna Killian
Chief Executive

Published: Monday, 2 November 2020

SURREY COUNTY COUNCIL

LEADER OF THE COUNCIL DECISIONS

DATE: 10 NOVEMBER 2020



LEAD OFFICER: LIZ MILLS, DIRECTOR OF EDUCATION LIFELONG LEARNING AND CULTURE

SUBJECT: STATUTORY NOTICES TO CREATE A NEW SCHOOL AMALGAMATING CHRIST CHURCH C OF E INFANT SCHOOL AND ENGLEFIELD GREEN INFANT SCHOOL AND NURSERIES

SUMMARY OF ISSUE:

In partnership, Surrey County Council, the Guildford Diocesan Board of Education and the Governing Bodies of Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, published statutory notices to open a new school by amalgamating the two schools into a single institution from September 2021. 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.

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 Leader of the Council is asked to review the summary of the evidence in the report and the consultation analysis and decide whether to determine the statutory notices

RECOMMENDATIONS:

It is recommended that:

1. The Leader of the Council determines the statutory notices.
2. If approved that work commences to close the existing infant schools on 31 August 2021 and open the new school on 1 September 2021.

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 three schools share similar values and educational expectations, having worked closely for a number of years as part of a wider informal collaborative partnership of Church of England schools and schools affiliated with the diocese. Each school is rated 'Good' by Ofsted. By amalgamating the two infant schools, opportunities for further joint working with St Jude's Junior School 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.

The educational vision of the new school is to build an outstanding school that meets the needs of children aged two to seven years in the community it serves.

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 Published Admission Number (PAN) of 60 year 3 places at St Jude's Junior School.

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 several 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.
3. The informal consultation proposed that the new school would open in September 2020. Due to the impact of restrictions to prevent the spread of Covid-19 the statutory notices were paused in March 2020. The statutory notices were published from 14 September to 12 October with 1 Sept 2021 as the proposed opening date for the new school.
4. Michelle McNamee, Headteacher, Englefield Green Infant School and Nurseries and Vicki Chiverton, Headteacher, St Jude's Junior School were appointed as Joint Headteachers at Christ Church C of E Infant School for the school year 2020/21. This has strengthened the partnership between the three schools.

Proposal

5. In partnership, Surrey County Council with the Guildford Diocesan Board of Education 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 2021. It is proposed that the new school would be a Church of England voluntary aided school and would be situated on the existing site of Englefield Green Infant School and Nurseries.
6. 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
7. 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

8. The initial proposal was made by the Chairs of Governors of Christ Church C of E Infant School, Englefield Green Infant School and

Nurseries and St Jude's C of E Junior School. The Guildford Diocesan Board of Education and Surrey County Council have supported the schools in shaping a proposal that supports partnership, sustainability and high quality education in the future.

9. 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.
10. The pupil numbers in the autumn term 2019/20 are shown in Table 1. This illustrates that at the time of the informal consultation, surplus places at the schools were 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

11. The pupil numbers in October 2020 are shown in Table 2. This illustrates the current surplus places remain high.

Table 2	Capacity	Reception	Year 1	Year 2	Totals
Christ Church Infant School	90	6	24	19	49
Englefield Green Infant School	180	57	44	38	139

12. Projections of future demand for school places show that the surplus of places in both schools is projected to continue if they continue as two separate schools with combined Published Admission Numbers (PAN) of 90.
13. 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 up to 2019/20. The informal consultation had been published when parents submitted first preferences in 2020 and may have influenced parental preference where there was an increase in first preferences for Englefield Green Infant School and Nurseries and a continued decline in first preferences for Christ Church C of E Infant School.

Table 2 – first preferences	2017/18	2018/19	2019/20	2020/21
Christ Church Infant School	12	8	7	4
Englefield Green Infant School	40	38	34	49

(On-time first preferences)

14. 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 two infant schools are currently named feeder schools in St Jude's C of E Junior School's admissions criteria. 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.
15. The new school will provide:
 - One stable school
 - Greater certainty around the employment of teaching and other support staff and broader staff development opportunities
 - 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
16. By amalgamating the two infant schools, opportunities for further joint working with St Jude's C of E Junior School 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.
17. Englefield Green Infant School and Nurseries has been chosen as the site to locate the new school. The school building is larger and modern, it is easily accessible and needs no further development in order to accommodate the additional pupils.
18. Due to low preferences at Christ Church, pupils in areas of Runnymede (where there have been deficits of places) have been offered places at Christ Church C of E Infant School, when they have not been able to secure a place at any of their preference schools. 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

19. 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.
20. 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 the two neighbouring parishes of Englefield Green and Christ Church Virginia Water. 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.

21. An Equality and Impact Assessment has been undertaken throughout the informal 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 years 3 to 6.
22. 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:

Statutory Notices

23. Statutory notices were published from 14 September to 12 October 2020. A full analysis of responses is published with this report

Key points from the statutory consultation responses

- 37 people submitted responses to the statutory notices. This is a much lower number than submitted responses during the informal consultation (222)
- The majority of respondents (86%) do not agree with the proposal
- Although 8 respondents disagreed with the new school being a Church of England School, none of these identified as parents or potential parents of a child at the schools and only one was an extended family member
- 35% of respondents raised negative impacts for children and young people including traveling further to school and coping in larger classes or a larger school.
- Only 3 parents from **Englefield Green Infant School and Nurseries** responded to the consultation all of whom **agreed** with the proposal
- Only 15 parents from **Christ Church C of E Infant School** responded to the consultation. 90% **disagreed** with the proposal.

Qualitative Responses

Key themes from the consultation

24. There were seven key themes that emerged from the consultation response

New school and Implementation

25. Respondents mentioned hopes and fears for the new school. Some respondents mentioned the larger size of the school and classes (3%) and were concerned about the impacts on pupils from Christ Church.

“Please also take into consideration that some parents did not want a big school for their children and by putting Englefield Green and Christchurch together you are making a big school.”

26. Some respondents were concerned about the new school being a church school with some respondents in support of the idea (5%) and some against (22%). It is noted that the 8 respondents who are against the religious designation of the new school live outside of the local area of Virginia Water and Englefield Green and only one stated they are an extended family member of a pupil at the school. There were also 2 (5%) 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.

Traffic and Transport

27. 16% 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.

“I am against this proposal, there has been no consideration for the parents that live in Chertsey to travel to Virginia Waters.”

“how can you justify making children under the age of 8 travel over 7 miles just to get an education”

Admissions and Place Planning

28. 8% of respondents commented on admissions and place planning. Some respondents mentioned the need for more school places in Chertsey and waiting lists for places at other schools in the area. One respondent mentioned the struggle in having one child at school in Chertsey and one in Virginia Water, with a move to Englefield Green making this journey harder.

“Why is it necessary to now close this school which is used as an overflow from Chertsey where they are 3000 new homes being built?! The waitlist for ALL other schools are ridiculous.”

29. 5% mentioned new housing developments particularly in Longcross and Chertsey. One respondent felt Christ Church C of E Infant School should remain open and then be moved to be nearer to the Longcross development.

Loss in closure of Christ Church C of E Infant School

30. 41% of respondents mentioned loss to Christ Church pupils and families with many parents mentioning positive experiences at the school and expressing worry that this will be lost in a new school.
31. 43% of respondents mentioned loss to the community in Virginia Water, with previous pupils commenting on their positive experience at the school

and some respondents hopeful that their children would attend in the future.

"I will never forget my experience at the school, it was the best school experience I have ever had."

32. 5% commented on the loss of links to the local church, Christ Church Virginia Water.
33. 24% of respondents asked what will happen to the site that Christ Church C of E Infant School is currently on. Several respondents were concerned that there were already plans to use the site and were suspicious that financial gain from the site will drive the decision. Some respondents stated that they had heard the site would be transferred to Surrey County Council and did not feel this should happen. Some respondents were worried the site would be sold to developers and wanted the site to either remain an infant school or be used for other educational purposes.

"This is clearly a property money making exercise, as the site on Virginia water is worth millions"

Positive Impacts

34. 8% of respondents mentioned positive impacts for children. 8% commented on positive financial impacts mentioning the new school would be a better sustainable offer and 3% mentioned positive impacts of the partnership.

"The leadership at EGIS is exceptional. The Head is driven, passionate and caring and her deputies are just as accomplished. The children are cared for and protected."

"Would be best to have a bigger school with more possibilities and more space for the kids"

Distrust

35. 22% of respondents felt distrust in the reasons behind the proposal. Some respondents felt that they had not been listened to when they had already disagreed with the proposal during the informal consultation. Some respondents felt that there were plans to sell the site of Christ Church C of E Infant School were driving the decision.

"SCC have decided to opt for short-term financial gain"

"This proposal puts financial gain ahead of the interests of the community and long term planning"

Negative Impacts

36. 13% of 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 will have a longer journey to school. 6% mentioned

negative impacts for children with special educational needs and disabilities.

“With all special needs children this is important one big school can be detrimental to their learning and development it can be overwhelming.”

Additional analysis of parent/carers responses at both schools

Christ Church C of E Infant School

37. The majority of parent/carers who responded from Christ Church Infant School disagree with the proposal. There were 15 responses and there are currently 49 pupils in the school, 30 in years R and 1 who will be affected by the consultation.
38. The comments left by parents who disagreed (90%) 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. 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 or 7 miles.
39. The comments left by parents who agree (10%) with the proposal mentioned the stability in the new school and improved facilities and funding.

Englefield Green Infant School and Nurseries

40. There were 3 responses from parents of pupils at Englefield Green Infant School and Nurseries all of whom agree the proposal. There are currently 139 pupils at the school, 101 in years R and 1 who will be affected by the consultation.
41. The comments left by parent/carers who agree (100%) with the proposal mentioned opportunities for the future building on strengths of both schools, positives of becoming a Church of England school, stronger links with St Jude’s Junior School and sustainability for the future. One respondent suggested the new name should be St Jude’s Infant School and the uniform could match St Jude’s Junior School to reduce pressure on parents to buy a new uniform for year 3.

Additional response with business plan

42. A parent/carers group at Christ Church C of E Infant School has submitted a business plan to run the school over the next three years within budget. The plan sets out to generate £10,000 a year in order to make up the running costs for the school.
43. Initially the idea is to reduce staff hours for admin, clerical and cleaning staff to save £10,000 a year and replace these jobs with volunteers.
44. The group would then consider the following ideas to generate income:

- Onsite Breakfast and After School Club
- Holiday Clubs
- Gardening Club, Allotment and Farm Shop
- Online shopping links such as Amazon who give the school 15% on sales
- Own wine label and landing page with Vinopolis with 10% on sales (we would look to sell this to local restaurants such as The Wine Circle and other independents as well as use them for raffle prizes, wine tasting evenings etc)
- Hire of Hall, Car Park, Trim Trail, Field for sports.
- Host Afternoon Teas in the Hall for local residents and people visiting Virginia Water Lake
- Talks from local Historians, Councillors and other experts

Informal Consultation

45. An informal consultation ran from 22 January to 26 February 2020. Two public meetings were held one at each of the current infant schools. A full analysis of those responses is published with this report.
46. There was a difference in the views from parents at both the current schools. The majority of parents of pupils at Englefield Green Infant School and Nurseries agreed with the proposal (58%), however the majority of parents of pupils at Christ Church C of E Infant School disagreed with the proposal (68%).

Key points from the informal consultation responses:

- The majority of respondents **did 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 **disagreed** with the proposal (68%)
- The majority of parents of pupils at Englefield Green Infant School and Nurseries **agreed** 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.

<h3>Risk Management and Implications</h3>

47. The statutory notices have 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.
49. Statutory notices were initially published in March 2020 but were paused due to the government guidelines for restrictions to reduce the risk of Covid-19. Government guidelines and impacts on Surrey County Council,

the Diocesan Board of Education and schools continues to be monitored throughout this process.

50. Some responses from parents and residents express a lack of trust and concern that the monetary value of the site at Christ Church C of E Infant School is driving the decision. The following section of this report outlines financial and value for money implications. The initial proposal was made by the Chairs of Governors of Christ Church C of E Infant School, Englefield Green Infant School and Nurseries and St Jude's C of E Junior School. The Guildford Diocesan Board of Education and Surrey County Council have supported the schools in shaping a proposal that supports partnership and sustainability in the future. The future use of the site at Virginia Water is not part of this proposal and therefore there are no current proposals for the future of the site. Decisions on the future of the site cannot be made until the Leader has decided on the current proposal. Any changes to the use of the site would need to be agreed by the Secretary of State for Education.

Financial and Value for Money Implications

51. 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.
52. 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 the current trustees of the Christ Church C of E Infant School (who will become the trustees of the new school). The trustees will in return transfer to Surrey County Council their Virginia Water site, subject to valuation advice that the sites are of equal value.
53. 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.
54. 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.
55. 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 DSG funding.
56. Any additional costs associated with the merger are expected to be contained within existing school or non DSG Council budgets.

Section 151 Officer Commentary

57. 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 school or non DSG costs which will need to be delivered within existing revenue budgets or factored into the Medium-Term Financial Strategy.

Legal Implications – Monitoring Officer

58. 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.
59. 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.
60. The Council owes a fiduciary duty to its Council taxpayers, 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.
61. In considering this Report, Cabinet must give due regard to the results of the informal consultation and statutory notices 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

62. An Equality Impact Assessment completed throughout the informal consultation and statutory notices is submitted with this paper.
63. 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.

64. Positive and negative impacts have been identified in terms of travel to the new site for families from Christ Church C of E Infant School. Consideration is being taken on how to reduce negative impacts particularly for low income families.

Corporate Parenting/Looked After Children implications

65. 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

66. 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 statutory notices are determined. Safeguarding is monitored when Ofsted carries out inspections of schools.

Environmental sustainability implications

67. 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

68. 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:

69. If the Leader of the Council determines the Statutory Notices, the next steps are:
- A project implementation team will be set up to proceed with setting up the new school for Sept 2021, this will include transition plans for pupils and staff.
 - Surrey County Council and the Diocesan Board of Education will support the current schools in preparing for closure on 31 August 2021

- The new voluntary aided Church of England infant school will open on 1 Sept 2021
-

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
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 Oliver, Leader of the Council
Liz Mills, Director for Education Skills and Lifelong Learning
Jane Winterbone, Assistant Director for Education

Annexes:

1. Statutory notices
2. Informal Consultation Analysis Report
3. Statutory Notice Analysis Report
4. Equalities Impact Assessment
5. Letter from Governing Body of Christ Church C of E Infant School
6. Letter from Governing Body of Englefield Green Infant School and Nurseries
7. Letter from Governing Body of St Jude's C of E Junior School

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
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Statutory Notice

Proposal to close Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, linked to the proposal made by the Guildford Diocesan Board of Education to open a new voluntary aided infant school and nursery

Surrey County Council and the Governing Bodies of Christ Church C of E Infant School and Englefield Green Infant School and Nurseries are proposing to close Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, effective from 31st August 2021. In order to achieve this, the following three related measures are proposed as linked proposals:

Part 1: Closure of Christ Church C of E Infant School

Notice is given in accordance with section 15(1) of the Education and Inspections Act 2006, as amended by the Education Act 2011, that Surrey County Council (SCC) is proposing to close Christ Church C of E Infant School, Christ Church Road, Virginia Water, Surrey, GU25 4PX from 31st August 2021.

Part 2: Closure of Englefield Green Infant School and Nurseries

Notice is given in accordance with section 15(1) of the Education and Inspections Act 2006, as amended by the Education Act 2011, that Surrey County Council (SCC) is proposing to close Englefield Green Infant School and Nurseries, Barley Mow Road, Englefield Green, TW20 ONP, from 31st August 2021.

Part 3: Opening of new voluntary aided Church of England school and nursery

Notice is given in accordance with section 11(1A) of the Education and Inspections Act 2006, as amended by the Education Act 2011, that the Guildford Diocesan Board of Education is proposing to open a new school at the site at Barley Mow Road, Englefield Green, TW20 ONP from 1st September 2021.

If approved, the net effect of the above three proposals would be to create a new, amalgamated voluntary aided infant school and nursery in place of the two previously existing schools from 1st September 2021, accommodating pupils from Year R to Year 2. The school would have a Published Admissions Number (PAN) of 60 at Year R, giving an overall capacity of 180 places for mainstream pupils. There would also be a nursery with up to 20 full time places for 2 to 3 year olds and up to 26 places for 3 to 4 year olds. All children attending Christ Church C of E Infant School and Englefield Green Infant School and Nurseries at the time the decision is effective would automatically move to be on roll at the new school.

This Notice is an extract from the complete proposal. Copies of the complete proposal can be obtained from: Education Place Planning Team, Surrey County Council, Room 326, County Hall, Kingston upon Thames, Surrey, KT1 2DN, email: schoolorg@surreycc.gov.uk or from the Council's website: www.surreysays.co.uk

Within four weeks (term time) of the date of publication of this proposal, any person may object to or make comments on the proposal by completing the online survey or sending responses to: Jane Keenan Surrey County Council, Room 326, County Hall, Penrhyn Road, Kingston upon Thames, Surrey, KT1 2DN, email: schoolorg@surreycc.gov.uk

Signed: Liz Mills Director of Education Learning & Culture, Surrey County Council

Publication Date: 14th September 2020

All responses must be received by 12th October 2020

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Statutory proposal for the closure of Christ Church C of E Infant School (Voluntary Aided Infant School)

Notice is given in accordance with section 15(1) of the Education and Inspections Act 2006, as amended by the Education Act 2011, that Surrey County Council intends to discontinue **Christ Church C of E Infant School**, with effect from 31st August 2021. This proposal is related to the proposal to discontinue Englefield Green Infant School and Nurseries and the linked proposal by the Guildford Diocesan Board of Education to open a new school on the site of Englefield Green Infant School and Nurseries. The closure of Christ Church C of E Infant School is an element of the process of opening a new school by amalgamating the two schools.

Contact details

Name and address of Local Authority publishing the proposal:

Surrey County Council, County Hall, Penrhyn Road, Kingston upon Thames, Surrey, KT1 2DN

Name, address and category of school proposed to be discontinued:

Christ Church C of E Infant School, Christ Church Road, Virginia Water, Surrey, GU25 4PX

Voluntary Aided Infant School

Contact details during statutory representation period:

This is a four week consultation, which begins on the 14th September 2020 and concludes at midday on 12th October 2020

Any person may object to or make comments on the proposals by completing the online survey at www.surreysays.co.uk

Alternatively representations can be sent by email or post:

Email: schoolorg@surreycc.gov.uk

Post: Jane Keenan, Surrey County Council, Room 326, County Hall, Penrhyn Road, Kingston upon Thames KT1 2DN

Implementation

Date on which it is proposed to close the school:

31st August 2021

Reason for closure

Surrey County Council, in partnership with the Diocesan Board of Education 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 Guildford Diocesan Board of Education is proposing the opening of a new voluntary aided school and nursery with a Church of England religious character under section 11 of the Education and Inspection Act 2006 on the site of Englefield Green Infant School and Nurseries

The new school will have a Published Admissions Number (PAN) of 60 at Year R, giving an overall capacity of 180 infant school places for mainstream pupils and up to 20 full time places for 2 to 3 year olds and up to 26 full time places for 3 to 4 year olds.

The proposal will formalise existing partnership working between the existing schools and the Diocese of Guildford; allow for the most efficient allocation of resources; reduce surplus places in Virginia Water and Englefield Green; and provide a sustainable offer at key stage 1 with potential to build a stronger partnership with the local Junior School St Jude's C of E Junior School

All children on roll at Christ Church C of E Infant School and Englefield Green Infant School and Nurseries on 31 August 2021 will automatically be on roll at the new school on 1st September 2021

Pupil numbers and admissions

The numbers for whom provision is currently made at the school:

Christ Church C of E Infant School currently provides for 90 pupils from Year R to Year 2, with capacity for 30 places in each year group. The school is coeducational and does not presently provide dedicated specialist facilities for pupils with Special Educational Needs.

Displaced pupils

This proposal forms part of an amalgamation and, as such, no pupils at the school will be displaced. The decision on the closure of Christ Church C of E Infant School will be linked to the decisions to open the new school. If the latter decisions are not approved, this proposed closure will not proceed. Should all three proposals be approved, from 1st September 2021 pupils currently at Christ Church C of E School will have places at the new school.

As offers for admissions to reception year in September 2021 will be complete before a final decision is made, a place offered at either Christ Church C of E Infant School or Englefield Green Infant School and Nurseries will automatically be a place offered at the new school, if the proposals are approved.

Impact on the community

The site of the new school is the current site for Englefield Green Infant School and Nurseries and is two and a half miles away from Christ Church C of E Infant School. There will be impacts of some pupils travelling further to the new school. The new school will be the same category as Christ Church C of E Infant School as it will be a voluntary aided Church of England School. The new school is half a mile from the local junior school, St Jude's C of E Junior School and will offer opportunities for a stronger more effective partnership between the schools to provide a consistent offer from Year R through to Year 6.

Travel

Should the proposal to close Christ Church C of E School be approved, free transport to the new school would be provided for eligible pupils provided they meet the criteria. The criteria can be found on the Surrey County Council website at:

<https://www.surreycc.gov.uk/schools-and-learning/schools/school-transport/under-16-transport-to-school>

Statutory proposal for the closure of Englefield Green Infant School and Nurseries (Community Infant School)

Notice is given in accordance with section 15(1) of the Education and Inspections Act 2006, as amended by the Education Act 2011, that Surrey County Council intends to discontinue **Englefield Green Infant School and Nurseries**, with effect from 31st August 2021. This proposal is related to the proposal to discontinue Christ Church C of E Infant School and the linked proposal by the Diocese of Guildford to open a new school on the site of Englefield Green Infant School and Nurseries. The closure of Englefield Green Infant School and Nurseries is an element of the process of opening a new school by amalgamating the two schools. There are no planned changes for the site on Barley Mow Road which will become the site of the new school

Contact details

Name and address of Local Authority publishing the proposal:

Surrey County Council, County Hall, Penrhyn Road, Kingston upon Thames, Surrey, KT1 2DN

Name, address and category of school proposed to be discontinued:

Englefield Green Infant School and Nurseries, Barley Mow Road, Englefield Green, TW20 ONP

Community Infant School

Contact details during statutory representation period:

This is a four week consultation, which begins on 14th September 2020 and concludes at midday on 12th October 2020.

Any person may object to or make comments on the proposals by completing the online survey at www.surreysays.co.uk

Alternatively representations can be sent by email or post:

Email: schoolorg@surreycc.gov.uk

Post: Jane Keenan, Surrey County Council, Room 326, County Hall, Penrhyn Road, Kingston upon Thames KT1 2DN

Implementation

Date on which it is proposed to close the school:

31st August 2021

Reason for closure

Surrey County Council, in partnership with the Guildford Diocesan Board of Education 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 1st September 2021. 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 Guildford Diocesan Board of Education is proposing the opening of a new voluntary aided school and nursery with a Church of England religious character under section 11 of the Education and Inspection Act 2006 on the site of Englefield Green Infant School and Nurseries

The new school will have a Published Admissions Number (PAN) of 60 at Year R, giving an overall capacity of 180 infant school places for mainstream pupils and up to 20 full time places for 2 to 3 year olds and up to 26 full time places for 3 to 4 year olds.

The proposal will formalise existing partnership working between the existing schools and the Diocese of Guildford; allow for the most efficient allocation of resources; reduce surplus places in Virginia Water and Englefield Green; and provide a sustainable offer at key stage 1 with potential to build a stronger partnership with the local Junior School St Jude's C of E Junior School

All children on roll at Christ Church C of E Infant School and Englefield Green Infant School and Nurseries on 31st August 2021 will automatically be on roll at the new school on 1st September 2021

Pupil numbers and admissions

The numbers for whom provision is currently made at the school:

Englefield Green Infant School and Nurseries currently provides for 180 pupils from Year R to Year 2, with capacity for 60 places in each year group. The school is coeducational and does not presently provide dedicated specialist facilities for pupils with Special Educational Needs. In the nurseries there are up to 20 full time places for 2 to 3 year olds and up to 26 full time places for 3 to 4 year olds.

Displaced pupils

This proposal forms part of an amalgamation and, as such, no pupils at the school will be displaced. The decision on the closure of Englefield Green Infant School and Nurseries will be linked to the decisions to open the new school. If the latter decisions are not approved, this proposed closure will not proceed. Should all three proposals be approved, from 1 September 2021; pupils at Englefield Green Infant School and Nurseries will have place at the new school; children under the statutory age for the school currently registered at the nursery will be registered at the nursery at the new school.

As offers for admissions to reception year in September 2021 will be complete before a final decision is made, a place offered at either Christ Church C of E Infant School or Englefield Green Infant School and Nurseries will automatically be a place offered at the new school, if the proposals are approved.

Impact on the community

The new school will take over the site that Englefield Green Infant School and Nurseries is currently on therefore there are no transport impacts for pupils who currently attend Englefield Green Infant School and Nurseries. The new school will be a voluntary aided school which is a change from the current category of community school. The admissions criteria for September 2021 will remain the same as the current admissions criteria for Englefield Green Infant School and Nurseries. Any future changes to the admissions criteria would be subject to further consultation. The new school will be a voluntary aided C of E school which will offer opportunities for a stronger more effective partnership with the local junior school St Jude's Junior School to provide a consistent offer from Year R through to Year 6.

Travel

The new school will take over the site that Englefield Green Infant School and Nurseries is currently on therefore there are no transport impacts for pupils who currently attend Englefield Green Infant School and Nurseries.

Statutory proposal to establish a new Church of England voluntary aided infant school and nursery on the site of Englefield Green Infant School and Nurseries

Notice is given in accordance with section 11 (1A) of the Education and Inspections Act 2006, as amended by the Education Act 2011, that Guildford Diocesan Board of Education propose to open a new voluntary aided Church of England school on the site of Englefield Green Infant School and Nurseries. This proposal is linked to the proposal by Surrey County Council to discontinue Christ Church CofE Infant School and Englefield Green Infant School and Nurseries.

Contact details

1. The contact details of the proposer of the establishment of the new school and nursery are:

Guildford Diocesan Board of Education
Church House Guildford
20 Alan Turing Road
Guildford GU2 7YF

Contact details during statutory representation period

This is a four-week consultation, which begins on September 14th 2020 and concludes at midday on 12th October 2020

Any person may object to or make comments on the proposals by completing the online survey at www.surreysays.co.uk

Alternatively representations can be sent by email or post:

Email: schoolorg@surreycc.gov.uk

Post: Jane Keenan, Surrey County Council, Room 326, County Hall, Penrhyn Road, Kingston upon Thames KT1 2DN

Implementation

2. It is proposed that the new school and nursery will open on 1st September 2021.
3. The proposal to open a new voluntary aided Church of England infant school and nursery will be implemented by Guildford Diocesan Board of Education and Surrey County Council each carrying out their respective statutory responsibilities. Linked proposals to close Christ Church CofE Infant School Virginia Water and Englefield Green Infant School and Nurseries are being published by Surrey County Council and will be implemented by it. No provision is being made by either Guildford Diocesan Board of Education or Surrey County Council for capital costs to implement the proposal because there will be sufficient space in the new school to accommodate the pupils of both predecessor schools without additional immediate investment.

Reason for the new school

4. A new voluntary aided Church of England school and nursery will replace the current Christ Church CofE Infant School and Englefield Green Infant School and Nurseries on the Englefield Green site. Both schools have experienced a decline in admissions in recent years and their school budgets have reduced as a result. By amalgamating the two schools on the Englefield Green site, and closing the Christ Church site, it will be possible to establish a sustainable school that can deliver high quality education to children in the community it serves.

The re-organisation proposal was a strategic response developed by the governing bodies of the two schools – Christ Church and Englefield Green – with the support and engagement of the governing body of St Jude’s C of E Junior, to which the majority of children at Englefield Green transfer aged 7. The new school intends to work closely with St Jude’s C of E Junior to provide integrated early years and primary education for children aged 2 – 11 in the communities served by the school. Surrey County Council and Guildford Diocesan Board of Education welcome and support the collaborative way in which the schools have developed the proposal. Guildford Diocesan Board of Education agreed to be the proposer of the new school at its meeting on 13th February 2020.

Category

5. The new school will be a voluntary aided Church of England infant school opened under Section 11 (1A) of the Education and Inspections Act 2006.

Ethos and religious character

6. The new school will be a voluntary aided Church of England school. It will have a distinctly Christian ethos and will be fully inclusive of those of other faiths and those of no faith. The new school will combine educational excellence with a rounded approach to pupils’ personal development – physical, intellectual, emotional, moral, social, and spiritual – to give them the confidence and resilience to flourish in a complex and rapidly changing world. Its vision will be to offer its pupils an experience of life as part of a community committed to life in all its fullness.
7. It is proposed that the new school will have Church of England character and will be conducted in accordance with the principles, practices and tenets of the Church of England both generally and in particular in relation to arrangements for religious education and daily acts of worship. The Diocesan Board of Education intend to ask the Secretary of State to designate the school as a school with religious character once the proposal has been approved by the decision maker, Surrey County Council.
8. Surrey County Council carried out informal consultation on the proposal from 22 January 2020 until 26 February 2020. Of those parents who commented on the religious designation of the new school, those who supported the proposal exceeded those who opposed it by a margin of 3:1.

Pupil numbers and admissions

9. The new school and nursery will accommodate up to 180 pupils of statutory school age from Year R to Year 2. It will have a Pupil Admission Number (PAN) of 60 in Year R and continue the nursery provision currently provided by Englefield Green Infant School and Nurseries.

Admission arrangements

10. All pupils currently on roll at Christ Church CofE Infant School and Englefield Green Infant School and Nurseries will automatically be on roll at the new amalgamated school. Parents will have the right to apply for another school if they wish, although there will be no guarantee that a place at the school of their choice will be available.

Parents who express a preference for Christ Church CofE Infant School and Englefield Green Infant School and Nurseries, or for both schools for admission for a reception class for September 2021 should note that if the proposal is agreed, a place allocated at either school would become a place allocated at the newly amalgamated school. It is proposed that a decision would be made by the leader of the Council on 10 November giving time before preferences, and therefore allocations are made.

The vision for the new school is that it will serve families in the two communities of the two predecessor schools – that is, Englefield Green and Virginia Water. In line with the Church of England’s wider vision for

church schools, the new school is intended to be a 'church school for the community, not a faith school for the faithful'. The 2021/2022 admissions arrangements for the new school will be those which apply for 2020/2021 at Englefield Green Infant School. Any future changes to the existing criteria would be subject to the requirements of the DfE's Admissions Code and therefore would be consulted on by the new school.

Admissions criteria for the new voluntary aided Church of England infant school for 2021/22 will be Surrey County Council's criteria for community and voluntary controlled schools as follows:

1. Looked after and previously looked after children
2. Exceptional social/medical need
3. Children who will have a sibling at the school or at an infant/junior school which operates shared sibling priority, at the time of the child's admission
4. Children for whom the school is the nearest to their home address as measured by straight line – the nearest school will be the school closest to the home address that has a Published Admission Number to admit pupils of the appropriate age range and which admits local children. The nearest school may be either inside or outside the county boundary.
5. Any other children, prioritised according to the distance they live from the school.

Early years provision

11. Englefield Green Infant School already operate two nursery facilities on its site – Squirrels Nursery for children aged 2 – 3 and Acorns Nursery for children aged 3 -4. The LA-funded 3-year-old nursery (Acorns) of 26 full time places offers the 15 and 30 hours funded entitlement for 3 and 4 year olds. The two-year-old nursery (Squirrels) offers 20 places every session for ten sessions per week and provides a level of flexibility for parents to reflect working patterns by enabling parents to buy additional hours where necessary and will have places for FEET funded 2 year olds.

This proposal makes no changes to the current nursery arrangements in terms of the numbers of full and part time pupils, the numbers of places, the number and length of sessions or the services for disabled children.

Full details about Englefield Green's nursery provision are set out <https://www.Englefield-green.surrey.sch.uk/surrey/primary/Englefield/site/pages/aboutus/admissions>

Sixth form provision

12. The proposal does not include provision for sixth form education.

Special educational needs provision

13. The new school will not have designated provision for children with special educational needs but will continue to welcome children with special educational needs.

The proposed policy of the new school relating to the education of pupils with special educational needs will be in line with the Special Educational Needs and Disabilities Code of Practice (2015). Underlying the policy is the fundamental principle that 'all children and young people are entitled to an appropriate education, one that is appropriate to their needs, promotes high standards and the fulfilment of potential.' In particular, the new school:

- respects the unique contribution which every individual can make to the community
- strives to ensure that all children 'achieve their best, become confident individuals and are given the skills to lead fulfilling lives'
- seeks to plan ahead so that each child can make a successful transition to the next stage of their education
- empowers each teacher to be a teacher of every pupil including those with Special Educational Needs and Disabilities.

School leaders will work carefully with the parents or carers of any child with special needs moving from Christ Church to Englefield Green to ensure that the new school plans provision to meet that child's needs.

14. The aim of the new school's SEND policy will be to:
- ensure that all children, regardless of their particular needs, are provided with inclusive teaching which will enable them to make the best possible progress in school and feel that they are a valued member of the wider school community.
 - enable all children with SEND to meet or exceed the high expectations set for them based on their age and starting points
 - set ambitious educational and wider outcomes for each child in partnership with their parents/carer and the child themselves
 - use the school's best endeavours to give children with SEND the support they need
 - enable all children to become confident individuals who will be able to make a successful transition on to the next phase of their educational journey and into adulthood
15. The new school will not replace other existing provision for pupils with special educational needs.
16. Boys and girls will be admitted by the new school.
17. The school will meet the general requirements in relation to the curriculum contained in Section 78 of EA 2002 (1) – that is, it will provide a balanced and broadly based curriculum which promotes the spiritual, moral, cultural, mental and physical development of pupils at the school and of society and prepare pupils at the school for the opportunities, responsibilities and experiences of later life. As a voluntary aided school, religious education will be taught in line with Guildford Diocese's RE Guidelines.

Relevant experience of proposers

18. Guildford Diocesan Board of Education is the religious authority for the 83 Church of England schools in Guildford Diocese and the sponsor of The Good Shepherd Trust. The Diocese works collaboratively with the Local Authority using risk assessments to target support for schools where standards and/or performance are vulnerable. The diocesan education team also support senior staff appointments in church schools.

More recently, the Diocese has become a key partner in SAfE (Schools Alliance for Excellence), an alliance of schools, the Local Authority and other partners committed to delivering high quality, cohesive, school led improvement for all Surrey schools. The Diocese has also been commissioned as a consultant to ensure high quality teaching, learning and leadership in Church of England schools.

Englefield Green Infant School will close as a community school and reopen immediately as a voluntary aided Church of England school under this proposal. Englefield Green was inspected by OFSTED in January 2018 and judged to be Good. The inspector commented that 'the school fulfils its core aim of providing 'excellence in early education''. The headteachers of Englefield Green and St Jude's and the executive headteacher of Christ Church Virginia Water – all of whom are experienced school leaders – have been working together on the vision and educational provision for the new school and are confident that this collaborative model of working, together with the improved financial viability of a bigger school, will secure improved educational outcomes for the pupils of the new school.

Effects on standards and contributions to school improvement

19. The new school and nursery will be led and managed by an experienced school leader, responsible for appointing skilled staff who share non negotiables around teaching and learning. Expectations of staff and pupils will be made clear from the outset.

The new school will develop and maintain a robust approach to measuring pupil performance. The expectation is that all pupils will make at least expected progress from EYFS to the end of KS1. Equality of opportunity for all pupils will be central to the curriculum offer at the new school.

A continuous process of assessment will be used including: the use of tests and self assessment and drawing a range of evidence including observations, speaking and listening and written learning.

The new school will work in close partnership with local schools and established local professional networks; it will also work as part of the Guildford diocesan family of schools where it will both contribute to and receive support around school improvement. Already established local networks will provide support for benchmarking and moderation. Expertise from staff will be identified as used as professional support to other local schools.

Staff will have the opportunity for joint working in collaboration with the new school's feeder junior school, St Jude's C of E. This will provide additional capacity into the school improvement model which will operate between the schools. Staff will have opportunity for joint training, moderation and subject leadership which in turn will drive forwards educational standards and school improvement across the local pupil community. Governance across the two schools will ensure that expectations and standards are high, school leaders will be held to account.

The new school has the opportunity to be supported by educational leaders from SAfE/National Leader of Education during the establishment of the new school.

20. Location and costs

- a. The new school will predominantly serve the communities of Englefield Green and Virginia Water; children from other local communities will be able to apply for places in accordance with the admissions criteria
- b. The address of the current school is Englefield Green Infant School and Nurseries, Barley Mow Rd, Englefield Green, Egham TW20 ONP. The new school will operate from the same address.
- c. The land and buildings are currently owned by Surrey County Council and, in accordance with Schedule 2 Part 5 of the Education and Inspections Act 2006, will be transferred to be held in trust by the trustees of the school when the new school opens. The trustees will in return transfer to Surrey County Council the land value of their Virginia Water site up to the land value of the Englefield Green site.
- d. The site is currently used by Englefield Green Infant School and Nurseries as a community school. The same site will be occupied by the new voluntary aided school.

Travel

21. The proposers recognise that the journey to the Englefield Green site may be longer for a small number of children who currently attend Christ Church CofE Infant. Free transport to the new school will be provided for eligible pupils provided they meet the criteria. The criteria can be found on the Surrey County Council website at:

<https://www.surreycc.gov.uk/schools-and-learning/schools/school-transport/under-16-transport-to-school>

Federation

22. There are no proposals for federation as part of this proposal. Should the new school decide in future to form a federation with any other school, the governing body will initiate the necessary statutory consultation.

Voluntary aided schools

23.

- a. The site will be held on trust by the trustees of the present Christ Church VA Infant School.
- b. The governing body of the proposed new school have confirmed their willingness to carry out their obligations under Schedule 3 to SSFA 1998 (3) ie to meet 10% of the costs of future capital investment in the school

Consultation Analysis

**PROPOSAL TO CREATE A NEW SCHOOL 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

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:

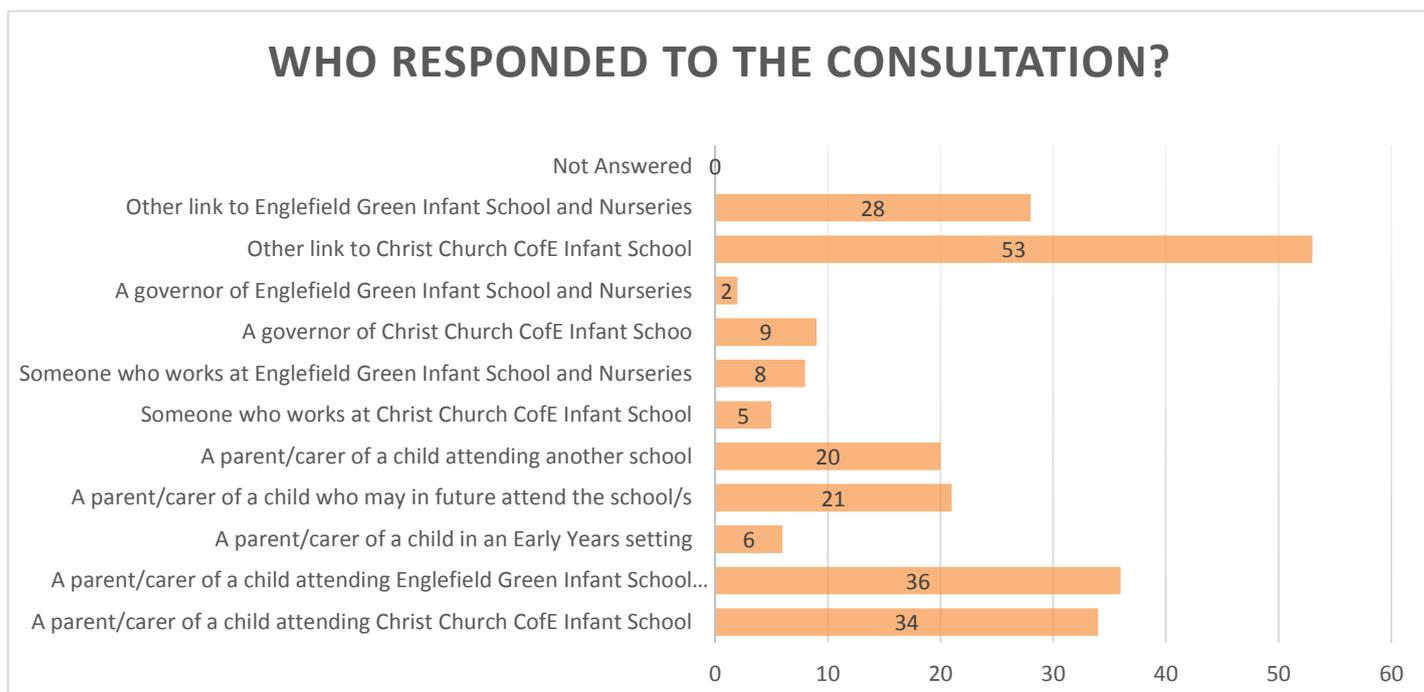
- The majority of respondents **do not agree** with the proposal (63%)
- 32% of all responses were from parents of pupils currently at both schools
- The majority of parents of pupils at Christ Church C of E Infant School **disagree** with the proposal (68%)
- The majority of parents of pupils at Englefield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

3

“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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Statutory Notices Analysis of responses

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

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

Introduction

In partnership Surrey County Council, the Diocese of Guildford and the Governing Bodies of Christ Church C of E Infant School and Englefield Green Infant School and Nurseries, published statutory notices on the proposal to open a new school by amalgamating the two schools into a single institution from September 2021. 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 statutory notices period from 14 September to 12 October. This should be read in conjunction with the analysis of the informal consultation published 22 January to 26 February 2020.

The paper will be submitted with the report for the Leader of the Council meeting on 10 November where the Leader of the Council will consider whether to determine the statutory notices.

Consultation Summary

The statutory notices were published from 14 September to 12 October 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.

The responses to the consultation will inform the decision taken by the Leader of the Council on 10 November on whether to determine the statutory notices.

An Equality Impact Assessment will also be submitted and responses to the consultation will contribute to this.

Key points from the consultation responses:

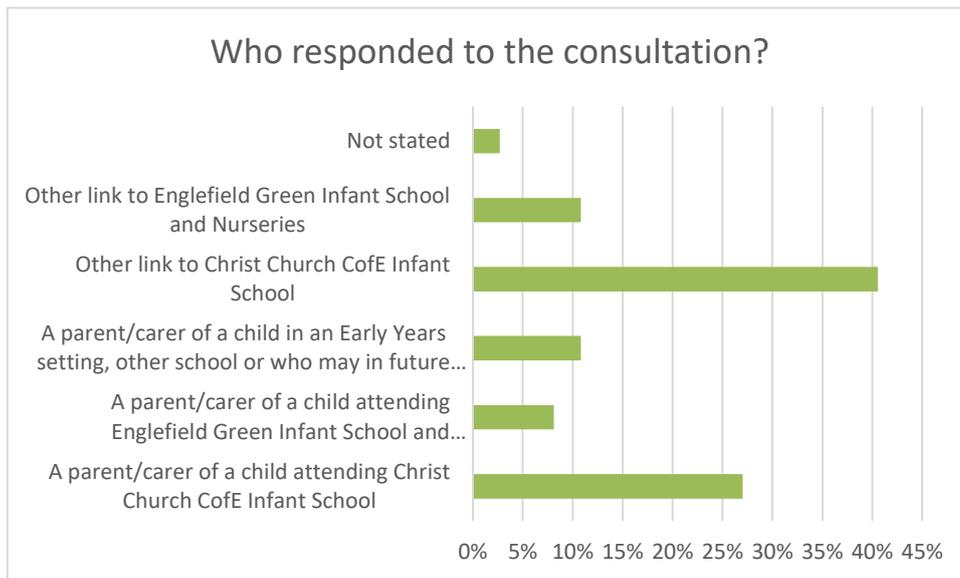
- 37 people submitted responses to the statutory notices. This is a much lower number than submitted responses during the informal consultation (222)
- The majority of respondents (86%) do not agree with the proposal
- Although 8 respondents disagreed with the new school being a Church of England School, none of these identified as parents or potential parents of a child at the schools and only one was an extended family member
- 35% of respondents raised negative impacts for children and young people including traveling further to school and coping in larger classes or a larger school.
- Only 3 parents from **Englefield Green Infant School and Nurseries** responded to the consultation all of whom **agreed** with the proposal
- Only 15 parents from **Christ Church C of E Infant School** responded to the consultation. 90% **disagreed** with the proposal.

Quantitative Analysis

There were 37 responses to the consultation. 14% of respondents agreed with the proposal, 86% of respondents disagreed with the proposal and no respondents selected that they didn't know if they agreed or disagreed.

During the informal consultation there were 222 responses so there are far fewer responses during the statutory notice period.

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" (41%). The second largest group selected "a parent/carer of a pupil attending Christ Church C of E Infant School" (16%).



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 10 responses 10% agree, 90% disagree

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

Out of 4 responses 100% agree, 0% disagree

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

Out of 15 responses 7% agree, 93% disagree

Responses from other links to Englefield Green Infant School and Nurseries

Out of 4 responses 0% agreed with the proposal, 100% disagreed with the proposal

Qualitative Analysis

Respondents had the opportunity to add comments at the end of the survey, 35 out of 37 respondents wrote comments in their response. 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	New school barriers	3	8%
	New school enablers	3	8%
	Church of England character - Against	8	22%
	Church of England character - For	2	5%
	Larger size of classes and school	3	8%
Traffic and transport	Traffic and Transport – barriers	6	16%
Admissions and Place Planning	Admissions and Place Planning	3	8%
	Housing developments	2	5%
Loss in closure of Christ Church Infant School	Loss to Christ Church pupils and families	15	41%
	Loss of links to local church CCVW	2	5%
	Loss to community in VW	16	43%
	What will the site be used for?	9	24%
Positive impacts	Positive impacts for children	3	8%
	Positive impacts of partnership	1	3%
	Positive impacts financial	3	8%
Distrust	Distrust in the consultation and implementation	8	22%
Negative Impacts	Negative impacts for children	13	35%
	Negative impacts on CYP with SEND	2	6%

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 larger size of the school and classes (3%) and were concerned about the impacts on pupils from Christ Church.

“Please also take into consideration that some parents did not want a big school for their children and by putting Englefield Green and Christchurch together you are making a big school.”

Some respondents were concerned about the new school being a church school with some respondents in support of the idea (5%) and some against (22%). It is noted that the 8 respondents who are against the religious designation of the new school live outside of the local area of Virginia Water and Englefield Green and only one stated they are an extended family member of a pupil at the school. There were also 2 (5%) 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.

Traffic and Transport

16% 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.

“I am against this proposal, there has been no consideration for the parents that live in Chertsey to travel to Virginia Waters.”

“how can you justify making children under the age of 8 travel over 7 miles just to get an education”

Admissions and Place Planning

8% of respondents commented on admissions and place planning. Some respondents mentioned the need for more school places in Chertsey and waiting lists for places at other schools in the area. One respondent mentioned the struggle in having one child at school in Chertsey and one in Virginia Water, with a move to Englefield Green making this journey harder.

“Why is it necessary to now close this school which is used as an overflow from Chertsey where they are 3000 new homes being built?! The waitlist for ALL other schools are ridiculous.”

5% mentioned new housing developments particularly in Longcross and Chertsey. One respondent felt Christ Church C of E Infant School should remain open and then be moved to be nearer to the Longcross development.

Loss in closure of Christ Church C of E Infant School

41% of respondents mentioned loss to Christ Church pupils and families with many parents mentioning positive experiences at the school and expressing worry that this will be lost in a new school.

43% of respondents mentioned loss to the community in Virginia Water, with previous pupils commenting on their positive experience at the school and some respondents hopeful that their children would attend in the future.

“I will never forget my experience at the school, it was the best school experience I have ever had.”

5% commented on the loss of links to the local church, Christ Church Virginia Water.

24% of respondents asked what will happen to the site that Christ Church C of E Infant School is currently on. A number of respondents were concerned that there were already plans to use the site and were suspicious that financial gain from the site will drive the decision. Some respondents stated that they had heard the site would be transferred to Surrey County Council and did not feel this should happen. Some respondents were worried the site would be sold to developers and wanted the site to either remain an infant school or be used for other educational purposes.

"This is clearly a property money making exercise, as the site on Virginia water is worth millions"

Positive Impacts

8% of respondents mentioned positive impacts for children. 8% commented on positive financial impacts mentioning the new school would be a better sustainable offer and 3% mentioned positive impacts of the partnership.

"The leadership at EGIS is exceptional. The Head is driven, passionate and caring and her deputies are just as accomplished. The children are cared for and protected."

"Would be best to have a bigger school with more possibilities and more space for the kids"

Negative Impacts

22% of respondents felt distrust in the reasons behind the proposal. Some respondents felt that they had not been listened to when they had already disagreed with the proposal during the informal consultation. Some respondents felt that there were plans to sell the site of Christ Church C of E Infant School were driving the decision.

"SCC have decided to opt for short-term financial gain"

"This proposal puts financial gain ahead of the interests of the community and long term planning"

13% of 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 will have a longer journey to school. 6% mentioned negative impacts for children with special educational needs and disabilities.

"With all special needs children this is important one big school can be detrimental to their learning and development it can be overwhelming."

Additional analysis of parent/carers responses at both schools

Christ Church C of E Infant School

The majority of parent/carers who responded from Christ Church Infant School disagree with the proposal. There were 15 responses and there are currently 49 pupils in the school, 30 in years R and 1 who will be affected by the consultation.

The comments left by parents who disagreed (90%) 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

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 or 7 miles.

The comments left by parents who agree (10%) with the proposal mentioned the stability in the new school and improved facilities and funding.

Englefield Green Infant School and Nurseries

There were 3 responses from parents of pupils at Englefield Green Infant School and Nurseries all of whom agree the proposal. There are currently 139 pupils at the school, 101 in years R and 1 who will be affected by the consultation.

The comments left by parent/carers who agree (100%) with the proposal mentioned opportunities for the future building on strengths of both schools, positives of becoming a Church of England school, stronger links with St Jude's Junior School and sustainability for the future. One respondent suggested the new name should be St Jude's Infant School and the uniform could match St Jude's Junior School to reduce pressure on parents to buy a new uniform for year 3.

Additional response with business plan

A parent/carer group at Christ Church C of E Infant School has submitted a business plan to run the school over the next three years within budget. The plan sets out to generate £10,000 a year in order to make up the running costs for the school.

Initially the idea is to reduce staff hours for admin, clerical and cleaning staff to save £10,000 a year and replace these jobs with volunteers.

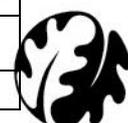
The group would then consider the following ideas to generate income:

- Onsite Breakfast and After School Club
- Holiday Clubs
- Gardening Club, Allotment and Farm Shop
- Online shopping links such as Amazon who give the school 15% on sales
- Own wine label and landing page with Vinopolis with 10% on sales (we would look to sell this to local restaurants such as The Wine Circle and other independents as well as use them for raffle prizes, wine tasting evenings etc)
- Hire of Hall, Car Park, Trim Trail, Field for sports.
- Host Afternoon Teas in the Hall for local residents and people visiting Virginia Water Lake
- Talks from local Historians, Councillors and other experts

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1. Explaining the matter being assessed

<p>EIA Title</p>	<p>Proposal to open a new school by amalgamating Christ Church C of E Infant School and Englefield Green Infant School and Nurseries</p>			
<p>Did you use the EIA Screening Tool? (Please tick or specify)</p>	<p>Yes (Please attach upon submission)</p>	<p>Yes</p>	<p>No</p>	
<p>What policy, function or service change are you assessing?</p>	<p>In partnership Surrey County Council 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 2021. 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>			
<p>Why does this EIA need to be completed?</p>	<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 was submitted with the Lead Cabinet Member report on 10 Mar 2020 and has continued to be updated throughout the representation period to be reviewed again by the Leader of the council for a final decision on 10 November 2020</p>			
<p>Who is affected by the proposals outlined above?</p>	<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>			
<p>How does your service proposal support the outcomes in the Community Vision for Surrey 2030?</p>	<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 			
<p>Are there any specific geographies in Surrey where this will make an impact? (Please tick or specify)</p>	<p>County Wide</p>		<p>Runnymede</p>	<p>✓</p>
	<p>Elmbridge</p>		<p>Spelthorne</p>	
	<p>Epsom and Ewell</p>		<p>Surrey Heath</p>	
	<p>Guildford</p>		<p>Tandridge</p>	



	Mole Valley		Waverley	
	Reigate and Banstead		Woking	
	Not Applicable			
County Divisions (please specify if appropriate):				
<p>Briefly list what evidence you have gathered on the impact of your proposals?</p>	<p>Informal consultation survey</p> <p>A full consultation analysis is available with this report</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> <ul style="list-style-type: none"> • 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. <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>			

A questions and answers paper was published after the meetings based on the questions asked during the two meetings

Statutory Notices Survey

A full statutory notices analysis is available with this report

Statutory notices were published from 14 September to 12 October

There were 37 responses to the consultation. 86% of respondents agreed with the proposal, 14% of respondents disagreed with the proposal

- 37 people submitted responses to the statutory notices. This is a much lower number than submitted responses during the informal consultation (222)
- The majority of respondents (86%) do not agree with the proposal
- Although 8 respondents disagreed with the new school being a Church of England School, none of these identified as parents or potential parents of a child at the schools and only one was an extended family member
- 35% of respondents raised negative impacts for children and young people including traveling further to school and coping in larger classes or a larger school.
- Only 3 parents from **Englefield Green Infant School and Nurseries** responded to the consultation all of whom **agreed** with the proposal
- Only 15 parents from **Christ Church C of E Infant School** responded to the consultation. 90% **disagreed** with the proposal.

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 2021						
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	01/09/2021	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>	01/09/2021	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

		14/09/2020 – New statutory notices issued with new proposed date of school opening 1 Sept 2021. Parents applying for Sept 2021 will have time after the Leader decision (10 November) before the closing date for admissions (15 January)		
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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

Additional places in Chertsey are being considered. Any change would be subject to a public consultation. (Positive impact for pupils in Chertsey who previously would have had to travel to Virginia Water)

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

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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 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 Consistency of staff where possible	01/09/2021	Implementation Project Group SCC, Current Schools, New school	
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						
We cannot completely remove the impact of change on pupils with ASD and high levels of anxiety but will mitigate by preparing for transition.						

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Race including ethnic or national origins, colour or nationality

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

Equality Impact Assessment

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

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

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 and statutory notices based on responses	Consultation responses		Continue to monitor throughout statutory notice period and implementation			
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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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 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 Englefield Green Infant School and Nurseries
 Future pupils of the new school
 Future pupils at St Jude's C of E Junior School

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	01/09/2021	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)	Responses to consultation. Historic data showing the majority of pupils move from Englefield Green Infant School to St Jude's Junior School. Englefield Green Infant School and Nurseries is already affiliated with the		The new voluntary aided school will receive revenue funding via the Local Authority, who retain the overall responsibility for their standards and performance The new school will follow the Religious Education syllabus agreed by the Diocese, which is very similar to Surrey's.	01/09/2021		

	<p>diocese and follows a Christian ethos</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>		
<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 in the first year of opening. Any future changes</p>	<p>01/09/2021</p>	

		<p>to the admissions criteria will be set by the Governing Body and will be subject to public consultation.</p> <p>Parents have the right to apply for a school place at another school.</p>		
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**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

Negative impacts can't be completely mitigated

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Sex

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

Impacts (Please tick or specify)	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
<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 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>If the statutory notices are determined on 10 Nov a survey will be sent to all parents to find out what transport support could be offered to meet the majority</p>	<p>1 Sept 2021</p>	<p>SCC</p>

		of needs within the current Transport Policy		
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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Socio economic						
What information (data) do you have on affected service users/residents with this characteristic?						
<p>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.</p> <p>Jan 2019 Census data shows 20% of pupils at Englefield Green and 11% of pupils at Christ Church are eligible for Free School Meals</p>						
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

Equality Impact Assessment

<p>Parents from Chertsey have responded to the consultation mentioning the impacts of further travel on cost of travel and impacts on work.</p>	<p>Responses to the consultation. Indices of Deprivation shows that Chertsey has areas of low and high deprivation</p>	<p>Transport considerations as mentioned above. Consideration should be taken during statutory notices of how best to support families in Chertsey and minimise negative impacts</p>	<p>01/09/2021</p>	<p>Implementation project group</p>
<p>Families with low income have raised concerns about additional costs of new uniform</p>	<p>Responses to the consultation</p>	<p>Consideration to minimise costs for low income families will be considered by the shadow governing board and implementation group for the new school</p>	<p>01/09/2021</p>	<p>Implementation project group</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> </p>				
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				
<p> </p>				

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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 10 November 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			
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**

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

Disability

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

A staff consultation will commence after 10 November 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			Staff engagement/ Communication. 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**

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 10 November 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 Staff engagement/ Communication. 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**

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

4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
Statutory notices paused in March 2020 and re-published 14 September	Statutory notices were paused due to restrictions to prevent the spread of Covid-19. This was to ensure the public had time to engage in the consultation and mitigate any risks that would add additional time to implementation due to the restrictions.
Proposed date for opening the new school moved to 1 September 2021	As above

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	Lead Cabinet Member Decision Meeting and publishing stat notices Mar 2020	Jane Keenan	22/02/2020
Version 2	Re- publishing Stat notices (New date for proposed opening of the new school)	Jane Keenan	11/09/2020
Version 3	Responses to stat notices. Leader Decision Meeting 10 Nov	Jane Keenan	22/10/2020

6b. Approval

	Name	Date approved
Approved by*	<i>Head of Service</i>	10 March 2020
	<i>Executive Director</i>	10 March 2020
	<i>Cabinet Member</i>	10 March 2020
	<i>Directorate Equality Group</i>	

EIA Author	Jane Keenan
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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
Project Team		Representatives from the Diocese of Guildford and the three schools, Christ Church, Englefield Green and St Jude's	Contributors

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

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Headteachers

Mrs Vicki Chiverton B.Ed.(Hons), NPQH
Miss Michelle McNamee BSC Hons, PGCE, NASENCO, FOE
Email: info@christ-church-infant.surrey.sch.uk
www.christ-church-infant.surrey.sch.uk

19 October 2020

Dear Mr Oliver

We are writing on behalf of the governors of Christ Church Cof E Infant school in Virginia Water. We believe that the creation on a new infant school (to replace Christ Church Infants and Englefield Green Infants) is the only realistic way forward to retain the vision and ethos of Christ Church CofE Infants.

We have been guided by SCC and the Diocese in making this decision. Financially the school is unable to continue as the present school funding formula makes small schools financially unviable, especially those attracting Special Education needs such as ours. Our problems have been further exacerbated by the changing local demographic. We are understandably disappointed that a much-loved village school with a good Ofsted report and a 175-year history is being forced to close.

However, please be assured that the governors are fully engaged with the agreed strategy and will make every effort to ensure the new school combines the best of both Christ Church and Englefield Green.

Sincerely

Rev Jeremy Brown, Alison Edgar
Co-chairs of Governors, Christ Church Infant School Virginia Water

CHRIST CHURCH C.E. INFANT SCHOOL
Christchurch Road, Virginia Water, Surrey. GU25 4PX
Tel: 01344 842308



Headteachers

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Englefield Green Infant School and Nurseries



Excellence in Early Education

Headteacher: Miss Michelle McNamee
BSC Hons, PGCE, NASENCO, FOE

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3

Cllr. Tim Oliver
Leader of the Council
County Hall
Penrhyn Road
Kingston-upon-Thames KT1 2DN

17th October 2020

Dear Cllr Oliver,

Proposal to create a new VA Infant School at Englefield Green

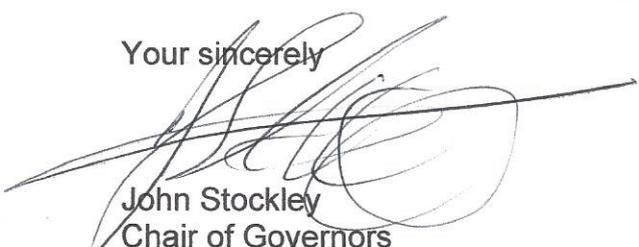
The Governing Body of Englefield Green Infant School and Nurseries is wholly committed to providing sustainable excellence in early years education and, I am writing on their behalf to confirm their unanimous endorsement and support for the proposed new infant school with the amalgamation of Christ Church CofE Infants School and Englefield Green Infant School and Nurseries.

The characteristics of the catchment areas for the two schools have changed significantly, resulting in declining or volatile admissions. Now all the indicators show that it is extremely unlikely there will be any major reversal of these trends. The declines have subsequently resulted in reduced funding and the constant re-organisation of staffing and teaching at both schools.

As you may already know the proposal was initiated by the Chairs of both infant schools and the Chair of St Jude's CofE Junior School. We have continued to work closely with them, together with the Diocese and your Council colleagues to enhance the proposal and progress it to its final stages. A prime example of this close co-operation is the current Co-Headteachers' agreement between the three schools to support Christ Church Infant School during the next 12 months.

The Governing Body views the proposal to create a new school on the Englefield Green site as a strategic move and feasible solution that will meet the long term needs of children in the respective catchment areas. It is on this basis that they very much look forward to working alongside all the other stakeholders to successfully establish the new infant school from September next year.

Your sincerely


John Stockley
Chair of Governors
Englefield Green Infant School and Nurseries.



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St Jude's C of E Junior School

Learning and Achieving Together with God

Bagshot Road, Englefield Green, Surrey TW20 0RU

Tel: 01784 432180 Fax: 01784 477118

email: school@stjudes.surrey.sch.uk

www.stjudes.surrey.sch.uk



Headteacher: Mrs. Vicki Chiverton B.Ed.(Hons), NPQH

16th October 2020

Tim Oliver
Leader of the Council
Surrey County Council

Dear Tim

Proposal to create a new school following the amalgamation of Christ Church CofE Infant School (CC) and Englefield Green Infant School & Nurseries (EGIS)

I hope you are well. I am writing on behalf of the governing body of St. Jude's CofE Junior School to express our unanimous support for the above proposal. Whilst St. Jude's is not directly involved in the creation of the new school, EGIS is our main feeder school (and its proposed successor will be too), and beyond that we naturally have an active interest in the primary school education of all the children of our local area. We have a strong and successful record of working collaboratively with all the other schools in our area for our mutual benefit to improve the outcomes of our pupils.

We see the proposed amalgamation as being a natural and necessary evolution of the provision of high quality, sustainable primary stage education of the children in the Englefield Green and Virginia Water area, particularly given the financial challenges our local schools are facing.

Personally, it has been a pleasure to work with the Chairs and Headteachers of both schools, as well the Diocese and your colleagues with the Council, to discuss and develop this proposed solution which I firmly believe is in the best, long term interests of all stakeholders in the circumstances.

Yours sincerely

A handwritten signature in black ink, appearing to read 'M Shapter', with a long horizontal line extending to the right.

Martyn Shapter
Chair of Governors
St. Jude's CofE Junior School

Forgiveness, Thankfulness, Love, Trust, Respect, Friendship



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