



Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	Proposed closure of Ripley CofE Primary School
EIA author	Katie Weller, School Commissioning Assistant

2. Approval

	Name	Date approved
Approved by	Melanie Harding	15/06/2018

3. Quality control

Version number	V5	EIA completed	
Date saved	12/06/2018	EIA published	

4. EIA team

Name	Job title	Organisation	Team role
Katie Weller	School Commissioning Assistant	Surrey County Council	Author
Melanie Harding	School Commissioning Officer	Surrey County Council	Advisor

5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?

Surrey County Council in consultation with the Diocese of Guildford is proposing to discontinue Ripley CofE Primary School, with effect from 31 August 2018.

Following its inadequate Ofsted judgement, the school is subject to a Directive Academy Order from the Office of the Regional Schools Commissioner (RSC), acting on behalf of the Secretary of State. In order to continue, the school must be sponsored by a multi-academy trust in accordance with legislation. During the designated 9 month time period, no suitable sponsor was found. Therefore, the local authority is duty bound to propose closure of the school.

The numbers of children currently on roll at the school are problematic for future viability and projections for future need for school places indicate that future cohorts can be accommodated in adjacent areas. This will impact on the local community of Ripley village as well as the wider population and other local school provision.

The statutory notice was published on 25 May 2018 and the representation period will end on 22 June 2018.

What proposals are you assessing?

If the proposal goes ahead, from 31 August 2018 Ripley CofE Primary School would no longer be maintained by Surrey County Council.

At the end of the academic year 2017-18, children from this school would be provided places at other local schools for September 2018.

The RSC approached the Diocesan MAT to sponsor Ripley. After considering the request the trust declined to sponsor Ripley on viability grounds relating to low pupil numbers and forecasted first preference places.

Prior to the Local Authority's consultation on proposed closure starting in March, the diocese were approached by another Surrey based MAT who expressed an informal interest in the school. The MAT offered a side-agreement to legally safeguard the Christian character and ethos of the school. However, in the view of the Diocesan Board of Education (DBE), this was not sufficient to ensure that the Christian character of the school would be protected following academy conversion and the proposal was declined on that basis.

Once the public consultation on the proposed closure was underway, two further verbal expressions of interest were received from other interested academies parties. These were reviewed by the RSC and the DBE and were not taken forward for further consideration by the

RSC and DBE on the conditions set out by the RSC which included the following criteria:

- An approved academy sponsor by the Department for Education
- Established track record of turning around underperforming schools
- A strong plan and immediate capacity to effect a turnaround in the school
- The ability to safeguard the religious character of the school, with appropriate church representation on the board of the MAT and the local governing body of the school

The diocese was asked by the Local Authority to consider the options for the possible federation of Ripley CE Primary School with other neighbouring Church of England primary schools. After careful consideration and exploring all the options, no Church school was in the position to put themselves forward to establish a federation with the school.

During the public consultation process, a local primary school came forward with a proposal to merge with Ripley CofE Primary School. Although this was considered by both the diocese and Local Authority officers, concerns were expressed about this option on the basis of limited school improvement capacity to tackle the significant school improvement challenges faced at Ripley and the significant amount of investment and resources required to make the school financially viable. This proposal was rejected as it was felt that the proposal to amalgamate the two schools could have a detrimental effect on the quality of education offered to pupils of both schools.

Who is affected by the proposals outlined above?

The proposal will impact:

- Pupils at Ripley CofE Primary School and their families (including siblings)
- School staff at Ripley CofE Primary School
- Pupils at other local schools and their families (including siblings)
- Staff at other local schools
- The local community of Ripley village in Lovelace Ward.

3 6. Sources of information

Engagement carried out

An informal consultation started on 5 March 2018 and finished on 16 April 2018. A public consultation meeting was held at Ripley CofE Primary School on Tuesday 13 March 2018 at 6pm; approximately 180 parents, staff and local residents attended.

A survey was published by the local authority and sent to stakeholders. It was also published on the Surrey County Council consultation website 'Surrey Says' from 5 March 2018 to 16 April 2018.

The informal consultation documents were distributed using the following avenues in addition to the 'Surrey Says' website:

- The consultation documents detailing the proposal were distributed to all staff and parents at Ripley CofE Primary by the school. The documents were sent via parent-mail and additional printed copies were available at the school.
- Consultation documents were emailed to the local parish council, which was then distributed to the local borough councillors.
- Consultation documents were emailed to local head teachers within a 3 mile radius and the early years providers on the school site.
- There are children from traveller families currently attending the school and they were notified using the avenues above.

A total of 435 responses were received and analysed. Of the 435 responses, 16 agreed with the proposal, 417 disagreed with the proposal and 1 did not know or offer a position.

The responses received were from a wide range of responders from current parents and residents to those wishing to move to the area in future. Of the 435 responses, approximately 96% advised that they disagreed with the closure of the school, citing reasons such as the school being a community hub and the failure of historical management of the school. Many also raised concerns regarding the Guildford Local Plan and how the school closure and additional housing would impact on the traffic and availability at other local schools.

The statutory notice was published on 'Surrey Says' on 25 May 2018 in the Surrey Advertiser and been displayed on the school gate of Ripley CofE Primary School. This was also circulated together with the proposal document by email to a number of stakeholders such as the Parish Council and church trustees, Borough Councillor, local MP, local committee members, local primary and secondary schools, unions and officers within Surrey County Council. The statutory notice period closed on 22 June 2018.

Data used

- Edge-u-cate place planning data – the Local Authority's pupil forecasting software
- Admissions data from Synergy – School Admissions Module
- Housing data from Guildford Borough Council

- Ofsted reports for the school.
- School census records of children currently on roll at Ripley CofE Primary School
- School census records of children currently on roll in the local planning area
- Surrey-i Dataset: Birth data, housing and migration data, school place data
- Index of multiple deprivation (<https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015>)

7. Impact of the new/amended policy, service or function

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	Children aged 4-11 would be able to access 'Good' quality sustainable education at other schools in the surrounding area.	Children at Ripley CofE Primary may be considered 'disadvantaged' by changing school during their primary education.	Data analysis of future potential pupils from Edge-ucate school place planning system. School census data.
	Some pupils on roll live closer to other schools, and therefore their journey to alternative schools may be shorter.	Pupils and their families may have to travel a greater distance to their nearest school.	OFSTED reports for Ripley CofE Primary and the surrounding schools.
Disability	Some pupils on roll live closer to other schools, and therefore their journey to alternative schools may be shorter.	Children with SEN needs might be disadvantaged by potentially attending a school with more children on roll.	Analysis of displaced children using school census data and School Admissions Synergy system.
	Children would be able to access a better offer of education at surrounding schools.	Children and parents with disabilities may have difficulties travelling to a setting which is further away.	OFSTED reports for Ripley CofE Primary and the surrounding schools.
Gender reassignment	No impact identified	No impact identified	N/A

Pregnancy and maternity	Parents would be able to access good quality sustainable education in surrounding areas.	Parents may need to travel further to take their child to and from school.	OFSTED reports for Ripley CofE Primary and the surrounding schools.
Race	Parents would be able to access schools in the surrounding area, where children can mix with more children their own age and with greater diversity.	Traveller children moving into the Ripley area may have to travel further to school, which they may require support with.	School census data (children on roll) – ethnicity. From the January 2018 census the children on roll at Ripley all had English listed as their first language. Out of the 35 children recorded on roll, 26 identified as White British, 4 from an Irish Traveller background, 3 from a Gypsy / Roma background, 1 identified as Mixed: White/ Asian and information was not obtained for 1 child.
Religion and belief	There are a number of other Church of England primary phase schools in the area.	No increase in faith school provision for families seeking places.	Analysis using school census and School Admissions Synergy system.
Sex	No impact identified	No impact identified	N/A
Sexual orientation	No impact identified	No impact identified	N/A
Marriage and civil partnerships	No impact identified	No impact identified	N/A
Carers (protected by association)	Some pupils on roll live closer to other schools, and therefore their journey to alternative schools may be shorter.	After school carers such as grandparents would not necessarily be able to provide this care if the child is attending another school. Potential increase in pick-ups and drop-offs if parents/carers are travelling to multiple schools for siblings.	School Admissions Synergy system.

<p>Socio Economic factors</p>	<p>Children would be able to access a better offer of education at surrounding schools.</p>	<p>Should the school close parents / carers may have additional costs such as change in uniform, travel and childcare..</p> <p>Should the school close, different pick-up and drop-off patterns may affect working parents.</p>	<p>https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015 - Index of Multiple Deprivation (2015) - 14,372 / 32,844</p>
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7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	No impact identified	No impact identified	N/A
Disability	No impact identified	Members of staff with a disability may have difficulties travelling to or accessing another place of work.	N/A
Gender reassignment	No impact identified	No impact identified	N/A
Pregnancy and maternity	No impact identified	Current members of staff may have arrangements in place for childcare and caring responsibilities which may need to be changed should the proposal for closure be approved.	N/A

Race	No impact identified	No impact identified	N/A
Religion and belief	There are a number of Church of England schools within a reasonable distance of Ripley CofE Primary School.	The loss of a local employer with a designated Church of England focus.	N/A
Sex	No impact identified	No impact identified	N/A
Sexual orientation	No impact identified	No impact identified	N/A
Marriage and civil partnerships	No impact identified	No impact identified	N/A
Carers (protected by association)	No impact identified	The proposed closure of Ripley CofE Primary School could have an impact on the caring responsibilities of staff.	N/A
Socio Economic factors	No impact identified	The village of Ripley will lose an employer from the area.	https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015 - Index of Multiple Deprivation (2015) - 14,372 / 32,844

8. Amendments to the proposals

Change	Reason for change
No changes proposed.	

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
The potential impact on travelling for children, parents/ carers and those with disabilities should the proposal to discontinue Ripley CofE Primary School go ahead	School transport support to be provided in line with the school transport policy. Individual circumstances would also be considered.	September 2018	Admissions and Transport Team
The potential impact for any displaced children as they will need to have another school placement for September 2018 should the proposal to discontinue Ripley CofE Primary School go ahead	The School Commissioning Team and School Admissions would need to ensure that appropriate provisions are in place for any displaced pupils. They would need to ensure that parental preference and family circumstances such as siblings are considered when offering school places to minimise the impact on families where possible.	September 2018	School Commissioning and Admissions and Transport Teams

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
Displaced children changing schools should the proposal to close Ripley CofE Primary School go ahead	Age / Carers / Race
Additional transport needs for displaced children and staff should the proposal to discontinue Ripley CofE Primary School go ahead	Disability / Pregnancy and Maternity/ Age / Carers / Race

11. Summary of key impacts and actions

<p>Information and engagement underpinning equalities analysis</p>	<p>The informal consultation (5 March 2018 – 16 April 2018) documents were distributed using the following avenues:</p> <ul style="list-style-type: none"> • Distributed to all staff and parents at Ripley CofE Primary by the school. The documents were sent via parent-mail and additional printed copies were available at the school. • Consultation documents were emailed to the local parish council, which also included the local borough councillor. • Consultation documents were emailed to local head teachers within a 3 mile radius and the early years providers on the school site. • There are children from traveller families currently attending the school and they were notified using the avenues above. • Published on the ‘Surrey Says’ website. <p>The statutory notice was published on ‘Surrey Says’ on 25 May 2018 in the Surrey Advertiser and been displayed on the school gate of Ripley CofE Primary School. This was also circulated together with the proposal document by email to a number of stakeholders such as the Parish Council and church trustees, Borough Councillor, local MP, local committee members, local primary and secondary schools, unions and officers within Surrey County Council. The statutory notice period closed on 22 June 2018.</p> <p>Other data used for this analysis and the consultations included:</p> <ul style="list-style-type: none"> • EMS • School Census • OFSTED reports for Ripley CofE Primary and surrounding schools • Edge-u-cate
<p>Key impacts (positive and/or negative) on people with protected characteristics</p>	<p>There are both positive and negative impacts on those with protected characteristics relating to the proposed closure of Ripley CofE Primary School.</p> <p>In relation to the service users, one of the main positive impacts is that should the school close, the displaced children are likely to receive a ‘Good’ or ‘Outstanding’ education at other schools in the surrounding area. Furthermore, we have ascertained from School Census data that many children currently on roll at Ripley CofE Primary school live closer to other schools, some of which have vacancies, which may reduce the time they are required to travel and reduce congestion.</p> <p>Another positive impact for both service users and staff at Ripley CofE Primary School is that by moving to other schools in the local area, they may be enrolled / employed by a more sustainable school thus resulting in the potential for greater opportunities for</p>

	<p>increased diversity, flexibility and availability of resources.</p> <p>If the proposed decision for Surrey County Council to discontinue to maintain Ripley CofE Primary School from 31 August 2018 is approved, there may be a number of negative impacts on the aforementioned protected characteristics. Firstly, the pupils currently on roll at the school will need to be provided with alternative school placements for September 2018. This could impact both children and parents as they would be moving mid-way through their primary education. In addition, some children and members of staff may have further to travel to another school for education or work. This could impact on wellbeing and increase congestion in the local area.</p> <p>Furthermore, for both parents, carers and staff there may be an impact on their caring responsibilities and changes to their current routines. During the informal consultation, some parents stated that they relied on others such as grandparents for assistance with pick-up and drop-off and that this would be difficult if their child attended a school further away. In addition to the additional costs of potential child care, there may be additional costs for extended travel and a different school uniform.</p>
<p>Changes you have made to the proposal as a result of the EIA</p>	<p>None identified</p>
<p>Key mitigating actions planned to address any outstanding negative impacts</p>	<p>There would be provision at Send CofE Primary School as the nearest school to Ripley CofE Primary, to accommodate children displaced by the closure of Ripley.</p> <p>We recognise that families may have different preferences for alternative schools. Surrey County Council will work with families to ensure that siblings stay together and parental preferences are met where possible.</p> <p>With half of the pupils who would be on roll in September residing outside of the village and closer to other schools, it is anticipated that any impact on traffic would be minimal. Some pupils may be offered alternative school places closer to their home, thereby reducing car usage.</p>
<p>Potential negative impacts that cannot be mitigated</p>	<p>If the Leader determines to proceed with closing the school, Surrey County Council would be unable to prevent the need for the displaced children to move schools.</p>