



# Equality Impact Assessment (EIA)

## 1. Topic of assessment

<b>EIA title</b>	Changing the age range and increasing pupil numbers at the specialist centre at William Cobbett Primary School
<b>EIA author</b>	Julie Beckett

## 2. Approval

	<b>Name</b>	<b>Date approved</b>
<b>Approved by</b>	Liz Mills	03/07/2018

## 3. Quality control

<b>Version number</b>	V1	<b>EIA completed</b>	02/07/2018
<b>Date saved</b>	02/07/2018	<b>EIA published</b>	03/07/2018

## 4. EIA team

<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Team role</b>
Julie Beckett	School Commissioning Officer	Surrey County Council	School Commissioning Team
Katie Weller	School Commissioning Assistant	Surrey County Council	School Commissioning Team

## 5. Explaining the matter being assessed

<p><b>What policy, function or service is being introduced or reviewed?</b></p>	<p>During the summer of 2015 Surrey County Council undertook a consultation to consider changes to primary schools in the Waverley area of Surrey. It was proposed that William Cobbett Junior School would amalgamate with Weybourne Infant to become a primary school from 1 September 2015.</p> <p>The proposal was approved by the Cabinet Member for Schools, Skills and Educational Achievement in July 2015 and the first cohort of Year R pupils entered at the school from September 2015.</p> <p>Surrey County Council is proposing to extend the age range of the specialist centre for pupils with COIN in order to align the SEND offer with the school age range. This means that the school would be able to accommodate pupils from Reception year who could then stay at the school until the end of year 6, if their needs are still able to be met by the school.</p> <p>It is proposed that the number of places changes from the current total of 20 planned places (notionally 5 per year group in key stage 2 only) to 30 (notionally 2 per year group for key stage 1 and 6 per year group at key stage 2 to incorporate pupils from Badshot Lea specialist centre). This will enable the provision to remain sustainable and for it to match the age range of the rest of the school.</p>
<p><b>What proposals are you assessing?</b></p>	<p>It is proposed that the number of places changes from the current total of 20 planned places (notionally 5 per year group in key stage 2 only) to 30 (notionally 2 per year group for key stage 1 and 6 per year group at key stage 2 to incorporate pupils from Badshot Lea specialist centre). This will enable the provision to remain sustainable and for it to match the age range of the rest of the school.</p> <p>The proposal will come into effect from September 2018.</p>
<p><b>Who is affected by the proposals outlined above?</b></p>	<p>The proposal will impact:</p> <ul style="list-style-type: none"> <li>• pupils currently attending William Cobbett Primary School</li> <li>• pupils currently attending William Cobbett Primary School Centre</li> <li>• staff at William Cobbett Primary School</li> <li>• staff at William Cobbett Primary School Centre</li> <li>• parents and families of children with COIN education needs, currently attending William Cobbett Primary School or William Cobbett Primary School Centre, or likely to attend in future.</li> </ul>

## 6. Sources of information

### Engagement carried out

A consultation started on 30 April 2018 and finished on 25 May 2018. A public consultation meeting was held, at William Cobbett Primary School on Monday 14 May 2018. In addition to the Headteacher, centre staff, a school Governor and the Headteacher of Badshot Lea school, three parents attended the meeting.

Questions raised at the public meeting related to the proposal having a detrimental impact on pupil and staffing ratios, which would result in a reduction to the level of adult support that pupils receive. Clarification was given to the attendees that as pupil numbers in the centre grow, funding levels would grow also. This will ensure that the pupil:staffing ratios are not impacted and that pupils will continue to receive the support they require in order to meet their identified needs. A similar question was raised regarding therapy levels and assurances given that arrangements were being made to ensure that the appropriate provision is in place.

A survey was published on the Surrey County Council consultation website 'Surrey Says' between 30 April and 25 May 2018. A total of 3 responses were received and analysed. Of the 3 responses, 66% agreed with the proposal, 33% disagreed with the proposal; and 0% did not know or offer a position. The response that disagreed with the proposal has suggested that this proposal constitutes a reduction in pupil numbers. To clarify, the proposals to increase the age range and pupil numbers at William Cobbett would be in addition to the places available at Badshot Lea, meaning that there is an increase in Key Stage 1 places in the area.

Consultation packs detailing the proposal were distributed to all staff at William Cobbett Primary School and all parents at the Centre. Parents of pupils attending the mainstream school could have obtained a copy of the consultation from the school or online.

Statutory notices were published 4 June 2018 and ran for a period of 4 weeks. These were posted on the school gate, published in the local press, and on the 'Surrey Says' website.

### Data used

- School census records of children currently on roll at William Cobbett Primary School
- School census records of children currently on roll at William Cobbett Primary School Centre
- Office for National Statistics  
<https://www.neighbourhood.statistics.gov.uk/dissemination/>
- English indices of deprivation 2015  
<https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015>
- Data received from William Cobbett Primary School – June 2018



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														
<b>Age</b>	Pupils in the infant age range would have access to a COIN centre at the school if approved.	No impacts identified	Not applicable														
<b>Disability</b>	Additional pupils will be able to access the centre if approved.	Some pupils with a disability may find change difficult.	All pupils attending William Cobbett Primary School’s Centre have communication and interaction needs. Some pupils may also have an additional disability.														
<b>Gender reassignment</b>	No impacts identified	No impacts identified	Not applicable														
<b>Pregnancy and maternity</b>	No impacts identified	No impacts identified	Not applicable														
<b>Race</b>	No impacts identified	No impacts identified	<p>Data taken from the most recent school census (January 2018) for William Cobbett Primary School. The majority of the pupils on roll at the school are White – British (Approximately 87.5%). Approximately 12.5% of pupils are from minority groups.</p> <table border="1"> <thead> <tr> <th>Ethnicity Description</th> <th>% of Pupils</th> </tr> </thead> <tbody> <tr> <td>ABAN</td> <td>1.5%</td> </tr> <tr> <td>AIND</td> <td>0.8%</td> </tr> <tr> <td>AOTH</td> <td>1%</td> </tr> <tr> <td>APKN</td> <td>1%</td> </tr> <tr> <td>MOTH</td> <td>0.4%</td> </tr> <tr> <td>MWAS</td> <td>1.7%</td> </tr> </tbody> </table>	Ethnicity Description	% of Pupils	ABAN	1.5%	AIND	0.8%	AOTH	1%	APKN	1%	MOTH	0.4%	MWAS	1.7%
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			MWBA	1%	
			MWBC	1.3%	
			OOH	0.2%	
			WEUR	1.5%	
			WIRI	0.4%	
			WOTW	0.8%	
			WROM	1%	
<b>Religion and belief</b>	No impacts identified	No impacts identified	Not applicable		
<b>Sex</b>	No impacts identified	No impacts identified	Not applicable		
<b>Sexual orientation</b>	No impacts identified	No impacts identified	Not applicable		
<b>Marriage and civil partnerships</b>	No impacts identified	No impacts identified	Not applicable		
<b>Carers (protected by association)</b>	No impacts identified	No impacts identified	Not applicable		
<b>Socio Economic factors</b>	<p>More families will be able to access a local provision for COIN pupils if approved.</p> <p>Potential less travel time for families as they will be able to access a local COIN provision.</p>	No impacts identified	<p>Index of Multiple Deprivation (2015) Farnham – 32,261 / 32,844</p> 		

## 7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<b>Age</b>	No impacts identified	No impacts identified	Not applicable
<b>Disability</b>	No impact identified	No impact identified	Not applicable
<b>Gender reassignment</b>	No impact identified	No impact identified	Not applicable
<b>Pregnancy and maternity</b>	No impact identified	Keeping in touch specifically raising future changes throughout maternity periods to ensure that staff members are fully informed and consulted on changes.	0.9% of the staff employed at the school are pregnant/on maternity leave and 0.9% will be on maternity leave from September 2018
<b>Race</b>	No impact identified	No impact identified	Not applicable
<b>Religion and belief</b>	No impact identified	No impact identified	Not applicable
<b>Sex</b>	No impact identified	No impact identified	Not applicable
<b>Sexual orientation</b>	No impact identified	No impact identified	Not applicable
<b>Marriage and civil partnerships</b>	No impact identified	No impact identified	Not applicable
<b>Carers (protected by association)</b>	No impact identified	No impact identified	Not applicable

## 8. Amendments to the proposals

Change	Reason for change
No amendments have been made to the proposals	

## 9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
Potential negative impact: some pupils with a disability may find change difficult.	Work will be required to prepare students for changes that will be happening in the future.	Ongoing	School
Potential negative impact: pregnancy and maternity for staff	Keeping in touch specifically raising future changes throughout maternity periods to ensure that staff members are fully informed and consulted on changes.	Ongoing	School and HR representatives

## 10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
Pupils with a disability finding change difficult	Disability

## 11. Summary of key impacts and actions

<p><b>Information and engagement underpinning equalities analysis</b></p>	<p>Some data provided by school                  Some data collected from centrally available sources                  Consultation period and meetings where respondents provided data                  Statutory notice period where respondents provided data</p>
<p><b>Key impacts (positive and/or negative) on people with protected characteristics</b></p>	<p>Pupils with a disability finding change difficult (negative)                  Additional support for staff relating to pregnant and maternity (negative)</p>
<p><b>Changes you have made to the proposal as a result of the EIA</b></p>	<p>No changes made</p>
<p><b>Key mitigating actions planned to address any outstanding negative impacts</b></p>	<p>Fully preparing pupils for future changes                  Additional support for staff relating to pregnant and maternity</p>
<p><b>Potential negative impacts that cannot be mitigated</b></p>	<p>None</p>

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