

1. Explaining the matter being assessed

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



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

2. Service Users / Residents

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

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

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

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

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

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

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

N/A

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

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

Disability

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

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

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

		Consistency of staff where possible		

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

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

Race including ethnic or national origins, colour or nationality

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

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

Religion or belief including lack of belief

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

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

Equality Impact Assessment

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

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

Sex

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

Impacts <small>(Please tick or specify)</small>	Positive		Negative		Both	yes
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Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
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<p>The majority of respondents who mentioned additional travel time and impact of changes to ability to work were female</p>	<p>Responses to the consultation</p>	<p>This will need to be considered if the proposal is approved.</p> <p>The provision of home to school transport will be considered in line with the Surrey County Council transport policy and will differ for each child. If Christ Church CofE Infant School was the nearest school at the time of the original application for a school place and they are now having to travel over the</p>	<p>1 Sept 2020</p>	<p>SCC</p>
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		<p>statutory walking distance to school at the Englefield Green Infant School site, transport will be provided.</p> <p>Breakfast and after school clubs will be available at the new school to support working parents</p> <p>The new school is nearer the local junior school to support parents with multiple drop offs</p>		
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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**

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

Socio economic

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

Equality Impact Assessment

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

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

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

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

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3. Staff

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

Religion or belief including lack of belief

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

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

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

Equality Impact Assessment

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

Disability

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

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

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

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

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

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

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

Pregnancy and maternity

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

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

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

4. Amendments to the proposals

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

5. Recommendation

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

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



6a. Version Control

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

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

6b. Approval

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

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

6c. EIA Team

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

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