

<b>EIA Title</b>	Proposal to expand Brooklands School			
<b>Did you use the EIA Screening Tool?</b> (Please tick or specify)	Yes (Please attach upon submission)	√	No	

## 1. Explaining the matter being assessed

<b>What policy, function or service change are you assessing?</b>	<p>The expansion is to meet the increased demand for specialist placements, in particular for children with a primary need of Autistic Spectrum Disorder (ASD).</p> <p>Surrey's current ASD provision is operating at capacity and children are increasingly placed in specialist independent provision or out of their local area due to the high demand of suitable placements in Surrey. This demand is particularly acute for primary-aged children. In December 2019, there were 178 primary-aged Surrey children with a primary need of ASD in specialist independent provision.</p> <p>The proposal is to use an existing school site on Alexander Road in Reigate which is proposed to come into effect from September 2020.</p>
<b>Why does this EIA need to be completed?</b>	The EIA is being completed to assess the impact of the proposal to expand an existing site on Alexander Road.
<b>Who is affected by the proposals outlined above?</b>	Surrey County Council shared the proposal with schools including head teachers and chairs of governors; unions; parent representatives; partner agencies; local residents on Alexander Road; other Local Authorities (within 3 miles) the staff and parents of Brooklands School.
<b>How does your service proposal support the outcomes in <a href="#">the Community Vision for Surrey 2030?</a></b>	<ul style="list-style-type: none"> <li>- Children and young people are safe and feel safe and confident.</li> <li>- Everyone benefits from education, skills and employment opportunities that help them succeed in life.</li> <li>- Communities are welcoming and supportive, especially of those most in need, and people free able to contribute to community life.</li> <li>- Well connected communities, with effective infrastructure, that grow sustainably.</li> </ul>



<p><b>Are there any specific geographies in Surrey where this will make an impact?</b></p> <p>(Please tick or specify)</p>	County Wide		Runnymede	
	Elmbridge		Spelthorne	
	Epsom and Ewell		Surrey Heath	
	Guildford		Tandridge	
	Mole Valley		Waverley	
	Reigate and Banstead	√	Woking	
	Not Applicable			
County Divisions (please specify if appropriate):				
<p><b>Briefly list what evidence you have gathered on the impact of your proposals?</b></p>	<p>Evidence was collated by publishing an informal consultation with an attached survey on the Surrey Says website from 13 January 2020 and ended on 14 February 2020. The consultation informed individuals of the proposal to expand Brooklands School. A total of 181 responses was collated. 175 agreed with proposal, 4 disagreed and 2 didn't know.</p> <p>A public meeting was also held on the 5 February where delegates were able to voice their opinion on the proposal. A total of 13 people attended and asked a variety of questions.</p> <p>Following this period of consultation, Statutory notices were published for a 4 week consultation period on Friday 28 February 2020 to Friday 27 March 2020.</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.*

## Disability

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

This information was gathered and specifies the service users/residents that responded to the consultation period. The primary school aged children at Brooklands school are children with SLDD. 47% of children have a diagnosis of ASD.

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>	
<b>Positive:</b> Additional numbers of children will be able to access a special school place in their local area.	The proposal is to expand an existing school site to provide 70 additional places, over a number of years.		Due to the high number of children diagnosed with ASD the proposed expansion will enable more children to access provision within their local area.	Ongoing	Surrey County Council	
<b>Positive:</b> More children with ASD will receive the same high quality of education as their peers.	The expertise and ethos at Brooklands will continue to provide the high quality practice at the Alexander Road site.		The Head at Brooklands proposes to split her senior staff team across the Alexander Road and Wray Park site.	September 2020 onwards	Head Teacher at Brooklands.	

<p><b>Negative:</b> With additional places there is potential for children to not receive the number of therapy sessions as stated on their Education Health Care Plans’.</p>	<p>Due to the low number of therapists nationwide this could have an impact on providing this service for children at the proposed site.</p>	<p>Following the public meeting on the 5 February a question was raised – <b>“How will the shortage of therapists meet the increasing need to provide a service to schools and meet the requirements for children with disabilities to access a range of therapies”?</b> The Service Manager had discussions previously with the Therapy Service Manager with a view to ensure therapy provision is taken into consideration when recruiting new staff.</p>	<p>September 2020 onwards</p>	<p>Surrey County Council. NHS/Recruitment</p>
<p><b>Negative:</b> As a result of an expansion at Alexander Road there will be an increase in traffic movement during school drop off and collection periods.</p>	<p>Following the consultation and public meeting, concerns were raised around traffic flow.</p>	<p>There are several children that are eligible to be transported to school on Surrey County Council transport.</p> <p>Other children will be brought in by their parents and the traffic flow will increase in the morning and late afternoon only.</p>	<p>September 2020 onwards</p>	<p>Surrey County Council - planning</p>
<p><b>Negative:</b> With an increase in additional staff and visitors there will be an increase of parking on and around the school site.</p>	<p>Following the consultation and public meeting, respondents expressed concerns around parking.</p>	<p>Some parking spaces will be created for staff member’s onsite. The expectation is also for staff to park on other residential roads in the local area. In addition to the possibility for staff to car share.</p>	<p>September 2020 onwards</p>	<p>Surrey County Council - planning</p>
<p><b>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</b></p>				

# Equality Impact Assessment

No impact identified

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

NA

## AGE (including younger and older people)

Some children can be transported to school with their peers.

Impacts	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? Add more rows if you need to</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>	
<b>Positive:</b> The majority of children are eligible to Surrey County Council transport.	There are currently 8 children in the bulge class on the site at Alexander Road. They are transported into school with their peers.			Ongoing	Surrey County Council	
<p><b>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</b></p> <p>No impact identified</p> <p><b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b></p> <p>NA</p>						

## 3. Staff

What information do you have on the affected staff with this characteristic?						
Existing senior staff will be split across 2 sites. New staff will have to be recruited to provide a service and the training needs of staff addressed.						
Impacts	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? Add more rows if you need to</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>	
<b>Positive:</b> Senior staff from the site at Brooklands school will be split across both sites.	The Head at Brooklands proposes to split her senior staff team across the Alexander Road and Wray Park sites.	The expertise and experience of the existing school staff will continue to provide the high quality practice at the new site. This will also have a positive impact on new staff to be employed which will continue to ensure the ethos at Brooklands is transferred to the Alexander Road site.		September 2020	Head at Brooklands School	
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						
No impact identified						
Any negative impacts that cannot be mitigated? Please identify impact and explain why						
NA						



## 3. 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>
NA	NA

## 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
<b>Outcome One</b>	<b>No major change to the policy/service/function required.</b> This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	√
<b>Outcome Two</b>	<b>Adjust the policy/service/function</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	
<b>Outcome Three</b>	<b>Continue the policy/service/function</b> 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"> <li>• Sufficient plans to stop or minimise the negative impact</li> <li>• Mitigating actions for any remaining negative impacts plans to monitor the actual impact.</li> </ul>	
<b>Outcome Four</b>	<b>Stop and rethink</b> 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 <a href="#">here</a> ).	
<i>Please use the box on the right to explain the rationale for your recommendation</i>	NA	



## 6a. Version Control

Version Number	Purpose/Change	Author	Date
0.1	New template	Debbie Watson	28.01.2020
0.3	Revised	Debbie Watson	19.02.2020

## 6b. Approval

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

<b>EIA Author</b>	Debbie Watson
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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
Debbie Watson	Commissioning Assistant	Surrey County Council	
Lisa Way	Commissioning Manager	Surrey County Council	

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

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