

1. Explaining the matter being assessed

EIA Title	Proposed 6th Form closure at The Priory Church of England (Aided) School			
Did you use the EIA Screening Tool? (Please tick or specify)	Yes (Please attach upon submission)	X		

What policy, function or service change are you assessing?	<p>The Governing Body of The Priory Church of England (Voluntary Aided) School, in partnership with Surrey County Council and the Diocese of Guildford, are proposing to close the sixth form provision from September 2022.</p> <p>Over the last seven years the school has seen an increasing decline in occupancy for its sixth form provision, placing a considerable financial burden on budgets.</p> <p>This proposal will change the age range in the school from 11-18 years, to 11-16 years.</p> <p>The Priory is committed to completing all sixth form courses already started and proposes to continue to provide high quality teaching and support, for all students who have embarked on their two-year A level course. Current National Curriculum Year 12 students would complete their education at The Priory and these students would receive a more personalised educational experience with academic and pastoral mentoring to ensure they achieve the best possible outcomes and secure excellent destination choices at the end of their studies. The proposed closure would have no impact on current National Curriculum Year 13 students.</p>
Why does this EIA need to be completed?	The EIA is being completed to assess the impact of the proposal on individuals and groups with protected characteristics and plan mitigating action accordingly.
Who is affected by the proposals outlined above?	Pupils currently attending The Priory School. Surrey County Council shared the proposal with schools including head teachers and chairs of governors; unions; parent representatives and partner agencies.



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<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. - Communities are welcoming and supportive, especially of those most in need, and people free able to contribute to community life. - Well-connected communities, with effective infrastructure, that grow sustainably. 			
<p>Are there any specific geographies in Surrey where this will make an impact? (Please tick or specify)</p>	County Wide		Runnymede	
	Elmbridge		Spelthorne	
	Epsom and Ewell		Surrey Heath	
	Guildford		Tandridge	
	Mole Valley	x	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>A consultation started on 22nd February 2021 and finished on 19th March 2021. A public consultation meeting was held on 10th March 2021 but there were no attendees.</p> <p>A survey was published on the Surrey County Council consultation website 'Surrey Says' between. A total of 43 responses were received and analysed. Of the 43 responses, 26% agreed with the proposal, 70% disagreed with the proposal; and 4% did not know or offer a position.</p> <p>Statutory notices were published on 14th May 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.</p> <p>There were 4 responses to the statutory notices. 100% of respondents disagreed with the proposal.</p>			

2. Service Users / Residents

The 10 protected characteristics in the Equality Act 2010 have been considered as part of this proposal:

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

Impacts have been identified under the protected characteristics **Age including younger and older people**. 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.

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AGE				
What information (data) do you have on affected service users/residents with this characteristic?				
<p>There are 660 pupils currently attending The Priory CE School, of whom 45 are in National Curriculum Years 12 and 13. <i>(Source: School census Spring 2021)</i></p>				
Impacts (Delete as applicable)		Negative		
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	<i>Who is responsible for this?</i>

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<p>Negative: This proposal will change the age range in the school from 11-18 years, to 11-16 years. This will impact pupils currently in Year 7 to Year 11 who previously would have had a choice to stay at The Priory for sixth form provision.</p>	<p>The proposal is to close the sixth form provision from September 2022. Consultation report and Statutory Notices available at www.surreysays.gov.uk</p>	<p>The Priory is committed to completing all sixth form courses already started for all students who are currently on their two-year A level course.</p> <p>The proposed closure would have no impact on current National Curriculum Year 12 and Year 13 students.</p> <p>The Priory Church of England (VA) School already has an established relationship with local feeder colleges including Reigate, East Surrey and The College of Richard Collyer (Collyers) which are a popular choice for National Curriculum Year 11 pupils. There are four other secondary schools with a post-16 provision, one in Dorking (0.94 miles), two in Leatherhead (5 miles) and one in Effingham (3.9 miles). As part of the existing careers provision, all National Curriculum Year 11 students are provided with the information and support required to make a positive transition from senior school</p>	<p>September 2022</p>	<p>Surrey County Council and school</p>
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Equality Impact Assessment

		<p>to the next stage in their education, whether that is sixth form, vocational training or apprenticeships. Every National Curriculum Year 11 student will continue to be supported in securing the appropriate pathway that is right for them, and which closely matches their ambitions and aspirations</p>		
Question		Answer		
<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>NA</p>		
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				
<p>The impact for the small number of pupils who would like to stay at the school for sixth form cannot be completely mitigated, although every student will be supported in securing the pathway that is right for them, and which closely matches their ambitions and aspirations. The closure of the sixth form will improve the sustainability of the school and ensure the continued success of the school in the education of pupils from National Curriculum Years 7-11. The retention of a small and unviable post-16 provision would create a financial burden across the whole school and impact the funding for younger students.</p>				

SOCIO-ECONOMIC FACTORS

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

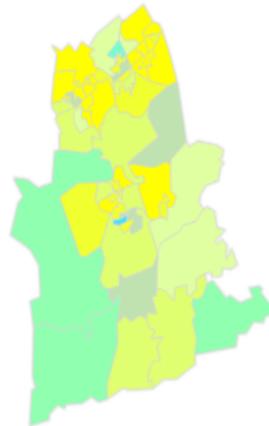
The location of The Priory School's rating in the Multiple Indices of Deprivation is 30,012 out of 32,844 in England (where 1 is the lowest), which places it in the 10th decile, meaning that 90% of other areas in the country have higher levels of deprivation. However, the map below shows that there are areas of higher deprivation across Mole Valley and there are pockets of deprivation within the borough.

11.2% of children are eligible for free school meals

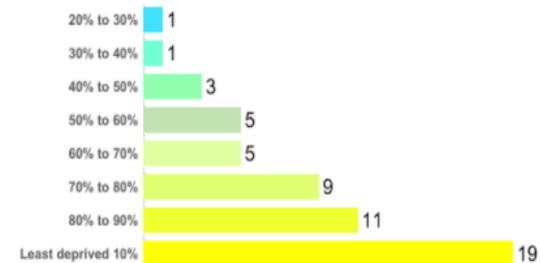
The **Index of Multiple Deprivation** is part of the Indices of Deprivation and it is the most widely used of these indices. It combines information from seven domain indices using appropriate weights to produce an overall relative measure of deprivation.

Index of Multiple Deprivation

Select area (Local Authority or Clinical Commissioning Group)



Number of LSOAs in each decile in Mole Valley



How LSOAs in Mole Valley rank in England

Rank	LSOA name	Ward	
25224	Mole Valley 010C	Dorking South	■
27754	Mole Valley 010D	Dorking South	■
28817	Mole Valley 010B	Dorking South	■
30012	Mole Valley 010A	Dorking South	■

An interactive version of the map can be found on <https://www.surreyi.gov.uk/>

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Impacts (Please tick or specify)	Positive		Negative	x	Both	x
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?			When will this be implemented by?	Owner
<p>Negative: Families would have to fund travel to alternative 6th form provision which would impact those on lower incomes.</p>	<p>Consultation responses</p>	<p><i>“The transport policy sets out the way in which we have decided to exercise our powers and duties in relation to the provision of school and college transport for students aged 16-19.</i></p> <p><i>The policy seeks to ensure that no Surrey student is prevented from continuing in further education, due to lack of transport provision or a lack of financial support with transport costs. It also outlines the provision of transport schemes and assistance for post 16 students who live and/or study in Surrey or those learners who live in Surrey and attend an educational establishment outside of the county if it is the nearest provider offering the appropriate course”.</i></p> <p>https://www.surreycc.gov.uk/schools-and-learning/schools/transport/16-plus/transport-policy-statement-for-learners-aged-16-19-who-attend-school-or-college</p>			<p>Ongoing</p>	<p>Surrey County Council</p>
<p>Negative: Travel time will increase for students requiring 6th form education.</p>	<p>Consultation responses</p>					<p>Surrey County Council</p>

Equality Impact Assessment

		<p>The table below shows the distances in a straight line (as the crow flies) from The Priory to the next nearest other post-16 provisions in the area.</p> <table border="1"> <thead> <tr> <th data-bbox="1014 363 1352 443">School</th> <th data-bbox="1352 363 1603 443">Distance from The Priory CE</th> </tr> </thead> <tbody> <tr> <td data-bbox="1014 443 1352 480">The Ashcombe School</td> <td data-bbox="1352 443 1603 480">0.94 miles</td> </tr> <tr> <td data-bbox="1014 480 1352 549">Howard of Effingham School</td> <td data-bbox="1352 480 1603 549">3.9 miles</td> </tr> <tr> <td data-bbox="1014 549 1352 617">St Andrew's Catholic Secondary School</td> <td data-bbox="1352 549 1603 617">5.2 miles</td> </tr> <tr> <td data-bbox="1014 617 1352 654">Therfield School</td> <td data-bbox="1352 617 1603 654">5.4 miles</td> </tr> <tr> <td data-bbox="1014 654 1352 691">Reigate College</td> <td data-bbox="1352 654 1603 691">6.1 miles</td> </tr> <tr> <td data-bbox="1014 691 1352 727">St Bede's School</td> <td data-bbox="1352 691 1603 727">7.4 miles</td> </tr> <tr> <td data-bbox="1014 727 1352 764">East Surrey College</td> <td data-bbox="1352 727 1603 764">7.9 miles</td> </tr> <tr> <td data-bbox="1014 764 1352 842">The College of Richard Collyer (Horsham)</td> <td data-bbox="1352 764 1603 842">11.5 miles</td> </tr> </tbody> </table>	School	Distance from The Priory CE	The Ashcombe School	0.94 miles	Howard of Effingham School	3.9 miles	St Andrew's Catholic Secondary School	5.2 miles	Therfield School	5.4 miles	Reigate College	6.1 miles	St Bede's School	7.4 miles	East Surrey College	7.9 miles	The College of Richard Collyer (Horsham)	11.5 miles		
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<p>NA</p>																						

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Staff

General impacts for staff

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

Any direct impacts for staff are being considered within a staff consultation undertaken by the school. The formal staff consultation will be subject to the Cabinet Member for Education & Learning approval of the proposal on 6 July.

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 or enhance impacts</i>		<i>Due date</i>	<i>Who is responsible for this?</i>
Negative: There could be some staff redundancies if the proposal goes ahead.		From discussions with the Head teacher	Staff were all informed of the consultation, dates, and public meeting. There have been conversations with colleagues from Surrey County Council's Legal and HR departments. The staffing restructure has not yet been finalised by the school's governing body and will not take place until the Cabinet Lead Member for Education		September 2022	Surrey County Council and school

Equality Impact Assessment

		and Learning has made a decision on the proposal.		
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				
NA				
Any negative impacts that cannot be mitigated? Please identify impact and explain why				
NA				

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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

Equality Impact Assessment

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. 	X
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>		

Equality Impact Assessment

6a. Version Control

Version Number	Purpose/Change	Author	Date

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*	Head of Service	
	Executive Director	
	Cabinet Member	
	Directorate Equality Group	

EIA Author	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.

Equality Impact Assessment

6c. EIA Team

Name	Job Title	Organisation	Team Role
Debbie Watson	Commissioning Assistant	Place Planning Team	
Lucy Jarvis	Commissioning Assistant	Place Planning Team	
Jackie Drysdale	Commissioning Assistant	Place Planning Team	
Miriam Hepburn	Commissioning Assistant	Place Planning Team	
Sarah Manning	Commissioning Assistant	Place Planning Team	
Jane Keenan	Commissioning Manager	Place Planning Team	

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

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