

EIA Title	Lower the school age at Stamford Green Primary School			
Did you use the EIA Screening Tool? (Please tick or specify)	Yes (Please attach upon submission)	✓	No	

1. Explaining the matter being assessed

What policy, function or service change are you assessing?	Stamford Green Primary School is a three-form entry primary school in the borough of Epsom & Ewell, rated Outstanding by Ofsted in 2015. The school currently also offers childcare for 2 – 4 year olds under section 27 of the Education Act 2002 which enables Governing bodies of maintained schools to set up and run facilities and services, whose provision furthers any charitable purpose for the benefit of (a) pupils at the school or their families, or (b) people who live and work in the area in which the school is situated.			
Why does this EIA need to be completed?	The EIA is being completed to assess the impact of the proposal to lower the school age at Stamford Green Primary School			
Who is affected by the proposals outlined above?	<ul style="list-style-type: none"> • Children attending Stamford Green Primary School • Staff working at Stamford Green Primary School 			
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 • Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life 			
Are there any specific geographies in Surrey where this will make an impact? (Please tick or specify)	County Wide		Runnymede	
	Elmbridge		Spelthorne	
	Epsom and Ewell	X	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?	A consultation commenced on 22 nd February 2021 and finished on 19 th April 2021. A virtual public consultation meeting was offered on the 2 nd March 2021 A survey was published on the Surrey County Council consultation website 'Surrey Says' between 22 nd February 2021 and 19 th April 2021. A total of 9			



	<p>responses were received, most responders (89%) agreed with the proposal to lower the school age at Stamford Green Primary School.</p> <p>Consultation packs detailing the proposal were distributed to all staff at Stamford Green Primary School. Parents of pupils could have obtained a copy of the consultation from the school or online.</p> <p>Statutory notices were published the 13th May 2021 and ran for a period of 4 weeks. These were posted on the school gate/noticeboard, published in the local press, and on the 'Surrey Says' website.</p> <p>There were no responses to the consultation during the statutory notice period.</p> <p>The following data has also been used:</p> <ul style="list-style-type: none">• School census records of children currently on roll at Stamford Green Primary Infant School (October 2020)• English indices of deprivation 2019
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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

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.

AGE						
What information (data) do you have on affected service users/residents with this characteristic?						
There are currently 39 full-time (30 hours) and part-time (15 hours) for 3 – 4-year olds and 4 full-time places for 2 year olds offered at the section 27 nursery at Stamford Green Primary.						
Impacts (Please tick or specify)	Positive	X	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>	
Lowering the age range will sustain the availability of provision for 2, 3 and 4 year olds in this area	Consultation & Statutory Notices. There are currently 39 full-time (30 hours) and part-time (15 hours) for 3 – 4 year olds and 4 full-time places for 2-year olds offered at the section 27 nursery at Stamford Green Primary. Lowering the school age to incorporate the current nursery provision as part of the maintained school,		To ensure that the proposal is completed on time and the provision is available for September 2021.	September 2021	Surrey County Council and Stamford Green Primary School	

	<p>will enable the school to build on, and strengthen the arrangements already in place and provide a joined up approach to achieving our vision for all children from 2 to 11 years old. As nursery children will be on roll as part of the whole school, the systems and processes will be streamlined, enabling the school to deploy our resources across the nursery and school to ensure that every child realises their potential.</p>			
<p>Concern that children turning 5 years old the following school year who attend the nursery will be given priority for a place when applying for a place in reception over other local children in the area.</p>	<p>A response to the informal consultation felt that some parents might think they're child would automatically gain a place at the school in the year they start reception. This could make parents pressured to choose Stamford Green nursery over other nurseries in the area, or make other parents in the area feel disadvantaged.</p>	<p>Surrey County Council have published a Q&A document on Surrey Says to clarify that parents of children applying for a reception place would need to apply in the normal way for admission to the primary school whether their child attends the nursery provision or not.</p> <p>There is no priority for pupils who attend the nursery.</p> <p>Places at the school are allocated by applying the admissions criteria for</p>	<p>17 May 2021</p>	<p>Surrey County Council</p>

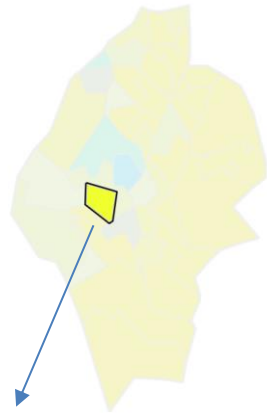
		community and voluntary controlled schools. The admissions criteria for all schools in Surrey are published each year in the schools admissions booklets . Stamford Green Primary School can be found in the Primary School Booklet for Epsom and Ewell primary schools.		
<p>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</p>				
N/A				
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				
N/A				

SOCIO-ECONOMIC FACTORS

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

Equality Impact Assessment

Index of Multiple Deprivation (2019) – Pupils attending Stamford Green Primary school come from one of the least deprived areas in the County. 5.2% of the students attending Stamford Green Primary school are eligible to claim free school meals



An interactive version of this map can be found on [Surrey i](#)"

Stamford Ward



Impacts (Please tick or specify)	Positive	X	Negative		Both	
	Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will this be	Owner

			implemented by?	
<p>Even though this is one of the least deprived area, there are still pockets of deprivation in the area and surrounding areas. Fully funded childcare for those eligible will support families in the local area</p>	<p>Stamford Green Primary School will offer places where pupils are eligible for Funded Early Education and Childcare for 3 to 4-year olds or Funded Early Education for 2-year olds (FEET). The number of places is not increasing from the current nursery on site but will continue to offer a fully funded offer</p> <p>https://www.surreycc.gov.uk/people-and-community/families/childcare/paying/funded-early-education-for-2-year-olds-feet</p> <p>https://www.surreycc.gov.uk/people-and-community/families/childcare/paying/funded-early-education-for-3-and-4-year-olds</p>	<p>Continue the sustainable offer and make info available to parents on how to apply</p>	<p>September 21</p>	<p>Surrey County Council & Stamford Green School</p>

3. Staff

Staff					
What information do you have on the affected staff with this characteristic?					
<p>There are no identified impacts under the protected characteristics. All staff employed by the current nursery are employed by the Governing Body of Stamford Green Primary School. If the Lead Cabinet Member approves the proposal on 6 July 2021 there will be a staff consultation and any impacts for staff with protected characteristics will be considered. All staff will transfer to be employed by Stamford Green Primary School under the same terms and conditions of employment</p>					
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>
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					
N/A					
Any negative impacts that cannot be mitigated? Please identify impact and explain why					
N/A					

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	X
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
V1		Jackie Drysdale	02-05-2021
V2		Jane Keenan	11-06-2021

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
Jackie Drysdale	Commissioning Assistant	SCC	EIA Working Group
Jane Keenan	Commissioning Manager	SCC	EIA Working Group
Lucy Ford	Commissioning Assistant	SCC	EIA Working Group
Sarah Manning	Commissioning Assistant	SCC	EIA Working Group
Debbie Watson	Commissioning Assistant	SCC	EIA Working Group
Miriam Hepburn	Commissioning Assistant	SCC	EIA Working Group

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