

Annex 3

EIA Title	Proposal to expand St Andrew's Catholic Secondary 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?	<p>Surrey County Council in co-operation with the Governing Body of St Andrew's Catholic School and the Diocese of Arundel and Brighton, is proposing that St Andrew's Catholic School will enlarge to 1,200 places in national curriculum years 7 to 11 from September 2022. The current sixth form of Years 12 and 13 has a capacity of 300 places bringing the size of the enlarged school to 1,500 places.</p> <p>The school will admit 240 pupils into Year 7 from September 2022 and in subsequent years.</p>			
Why does this EIA need to be completed?	The EIA is being completed to assess the impact under protected characteristics.			
Who is affected by the proposals outlined above?	St Andrew's Catholic Secondary School pupils: Surrey County Council shared the proposal with schools including head teachers and chairs of governors; unions; parent representatives; partner agencies; local residents; other Local Authorities (within 3 miles); the staff and parents of St Andrew's Catholic 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 free able to contribute to community life. - Well-connected communities, with effective infrastructure, that grow sustainably. 			
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	√	Surrey Heath	
	Guildford		Tandridge	
	Mole Valley	√	Waverley	
	Reigate and Banstead	√	Woking	
	Not Applicable			
	County Divisions (please specify if appropriate): London Borough of Sutton			



<p>Briefly list what evidence you have gathered on the impact of your proposals?</p>	<p>Informal consultation survey</p> <p>A full consultation analysis is available with this report.</p> <p>An informal consultation commenced on 1 March 2021 and finished on 26 April 2021. 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 a total of 1166 responses, of these 1144 agreed with the proposal, 15 disagreed and 7 did not know.</p> <p>An online public meeting was held on 18 March 2021.</p> <p>Statutory notices were published from 28 May 2021 for a period of 4 weeks until 2 July 2021. These were posted on the school gate/noticeboard, published in the local press and on the Surrey Says website.</p> <p>The responses collated below were as of close of business on Tuesday 29th June at 5pm. The consultation closes on 2 July 2021 and final figures will be provided in a separate document once the consultation closes.</p> <p>There were a total of 596 responses, of these 577 agreed with the proposal, 17 disagreed and 2 said they did not know.</p>
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2. Service Users / Residents

The 10 protected characteristics below have been considered in the 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

11. Impacts have been identified under the protected characteristics **Religion or belief including lack of belief** and **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.

Religion

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

St Andrew's Catholic Secondary School is the only Catholic school in the borough of Mole Valley and provides Catholic education for the Diocese of Arundel and Brighton.

In the MoleValley Borough, there are 1110 secondary school places in total, Catholic education places make up 240 of these.

School	PAN
The Ashcombe	240
The Priory CofE	180
Howard of Effingham	240
St Andrew's Catholic	240
Therfield	210
Total	1110

Impacts (Please tick or specify)	Positive	Negative	Both	x
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
Positive – More Catholic children in the local area will be able to access a Catholic education	The proposal is to expand the school to create additional places to meet an increased demand from Catholic families.	St Peter's Catholic Primary School (a direct feeder to St Andrew's) has already been expanded.	September 2021	Surrey County Council and the school
Negative – The expansion will mainly benefit those children who are Catholic	The admissions criteria - 1. Catholic LAC & PLAC. 2. Catholic children who have a sibling on roll at the time of admission at St Andrew's Catholic School. 3. Catholic children who are in one of	Our aim is to create local school places for local children. This is part of a review of the whole secondary place planning area. Places are available in other secondary schools in Mole Valley. Diverse pattern of	September 2021	Surrey County Council and the school

	<p>the feeder schools (St Anne's, Banstead; St Clement's, Ewell; St Joseph's, Dorking; St Joseph's, Epsom; St Peter's, Leatherhead). 4. Catholic children who are resident in the catchment area. The application must be supported with a certificate of Catholic baptism or reception into the Catholic Church and, on the supplementary information form, the parish priest's signature with the parish stamp or seal. 5. Catholic children who are not resident in the catchment area. The application must be supported with a certificate of Catholic baptism or reception into Catholic Church and, on the supplementary information form, the parish priest's signature with the parish stamp or seal. 6. Other Catholic children who are resident in the catchment area. The application must be supported with a certificate of Catholic baptism or reception into the Catholic Church. 7. Other Catholic children who are not resident in the catchment area. The application must be supported with a</p>	<p>provision to provide families with some element of choice. Proposed expansion will maintain the diversity of places and balance between faith and non faith places in the district of Mole Valley.</p>		
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	<p>certificate of Catholic baptism or reception into the Catholic Church. 8. Other LAC & PLAC. 9. Children who are considered to have an exceptional or compelling need, supported by written evidence. 10. Other children who have a sibling at the time of admission at St Andrew's Catholic School. 11. Catechumens, Candidates for Reception into the Church of children who are members of the Orthodox Church. 12. Other children currently attending one of the named feeder schools. 13. Children of other Christian denominations whose membership is evidenced by a minister of religion. 14. Children of other faiths whose membership is evidenced by a religious leader. 15. Any other children.</p>			

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

There are no other expansions of Catholic schools in the local area planned currently.

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

N/A

AGE

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

There were a total of 1,452 pupils (National Curriculum Years 7-14) on roll as of January 2021 census.

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>	
Positive: More places will be created for 11 to 16 year olds following expansions of schools for 4 to 11 year olds	The proposal to expand the school to meet demand for local school places (St Peter's Catholic Primary School expanded by 1FE in 2015)		To ensure that the proposal is completed on time and the provision is available for September 2021.	September 2021	SCC	

**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

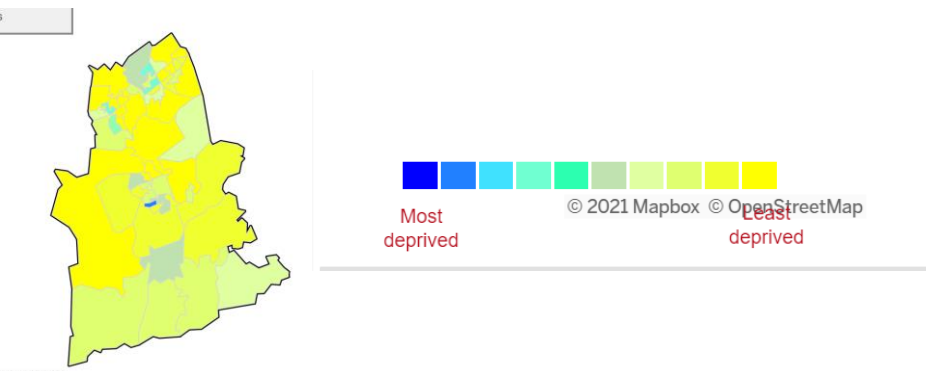
Any negative impacts that cannot be mitigated? Please identify impact and explain why

N/A

SOCIO-ECONOMIC FACTORS

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

3.9% of pupils who attended St Andrews School in 2020 were eligible for free school meals.



This map shows the Mole Valley social economic situation.

Across Surrey there are a mix of the least deprived areas in the county next to the most deprived. The map shows the indices of deprivation across the area of Mole Valley. The light yellow colours on the map are the least deprived areas and the blue are the most deprived. An interactive version of the map can be found on [Surrey i](#)".

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

Equality Impact Assessment

<p>Negative: Potential for additional traffic and parking issues outside of the school.</p>	<p>Responses to the initial consultation advised that 'car parking problems and road traffic is already bad, this would only get worse if the proposed expansion were to happen'.</p>	<p>The Highways Authority are a statutory consultee and will consider the planning application when submitted to ensure that these matters have been properly considered.</p>	<p>On going</p>	<p>Surrey County Council</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>				
<p>N/A</p>				

3. Staff

AGE					
What information do you have on the affected staff with this characteristic?					
Any direct changes for staff are not part of this proposal and will be addressed by St Andrew's School.					
Impacts	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? 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>
Positive: Some respondents to the consultation mentioned positive impacts in terms of better resources and reduce stress.	Consultation responses: "The expansion will hugely benefit students - allowing them to have a better and more functional learning experience. Staff will be able to teach more effectively and it will help to reduce staff stress."		Continue staff development and open communication with all staff as new staff are recruited.	On going	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					

Equality Impact Assessment

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

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	
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>		



6a. Version Control

Version Number	Purpose/Change	Author	Date
V1	To write EIA	Lucy Ford	01/06/2021
V2	To check	Lisa Way	17/06/2021
V3	Amendments	Lucy Ford	30/06/2021

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*	Liz Mills	Sent 01/07/21
	Rachael Wardell	Sent 01/07/21
	Denise Turner-Stewart	Sent 01/07/21
	<i>Directorate Equality Group</i>	

EIA Author	Lucy Ford/ Lisa Way
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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
Lucy Ford	Commissioning Assistant	SCC	EIA Working Group
Lisa Way	Commissioning Manager	SCC	EIA Working Group
Debbie Watson	Commissioning Assistant	SCC	EIA Working Group
Jane Keenan	Commissioning Manager	SCC	EIA Working Group
Jackie Drysdale	Commissioning Assistant	SCC	EIA Working Group
Miriam Hepburn	Commissioning Assistant	SCC	EIA Working Group

Sarah Manning	Commissioning Assistant	SCC	EIA Working Group
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If you would like this information in large print, Braille, on CD or in another language please contact us on:

Tel: 03456 009 009

Textphone (via Text Relay): 18001 03456 009 009

SMS: 07860 053 465

Email: contactcentre@surreycc.gov.uk

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