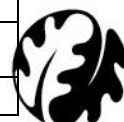


## Annex 3

<b>EIA Title</b>	Proposal to expand and change the age range of St Peter and St Paul CE Infant School, Chaldon.			
<b>Did you use the EIA Screening Tool?</b> (Please tick or specify)	Yes (Please attach upon submission)	X	No	

## 1. Explaining the matter being assessed

<b>What policy, function or service change are you assessing?</b>	<p>The Governing Body of St Peter and St Paul CE Infant School, in co-operation with Surrey County Council and the Diocese of Southwark Board of Education, are proposing to make a significant change to the age range of the school from an infant school for pupils aged 4 to 7 years (Reception to national curriculum Year 2) to become a primary school for pupils aged 4 to 11 years (Reception to national curriculum Year 6).</p> <p>The proposed change of age range would come into effect from September 2022.</p> <p>This proposal forms part of a linked proposal where Surrey County Council, in co-operation with the Governing Body of St Peter and St Paul CE Infant School and the Diocese of Southwark Board of Education, are proposing to expand St Peter and St Paul CE Infant School from a one form entry (1FE) infant school to a one form entry (1FE) primary school from September 2022.</p>			
<b>Why does this EIA need to be completed?</b>	The EIA is being completed to assess the impact under protected characteristics.			
<b>Who is affected by the proposals outlined above?</b>	St Peter and St Paul Church of England (CE) 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 Peter and St Paul Church of England (CE) 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> </ul> <p>Well-connected communities, with effective infrastructure, that grow sustainably.</p>			
<b>Are there any specific geographies in Surrey where this will make an impact?</b> (Please tick or specify)	County Wide		Runnymede	
	Elmbridge		Spelthorne	
	Epsom and Ewell		Surrey Heath	
	Guildford		Tandridge	X



	Mole Valley		Waverley	
	Reigate and Banstead		Woking	
	Not Applicable			
	County Divisions (please specify if appropriate):			
<b>Briefly list what evidence you have gathered on the impact of your proposals?</b>	<p><b>Informal consultation survey</b></p> <p>A full consultation analysis is available with this report.</p> <p>An informal consultation commenced on 17 May 2021 and finished on 5 July 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 230 responses, of these 205 agreed with the proposal, 20 disagreed and 5 did not know.</p> <p>An online public meeting was held on Tuesday 25th May 2021 and Thursday 1st July 2021.</p> <p>Statutory notices were published from 15th July 2021 until 24th September 2021. These were posted on the school gate/noticeboard, published in the local press and on the Surrey Says website.</p> <p>There was a total of 168 responses to Statutory Notice to expand St Peter and St Paul Church of England Infant School, of these 98% agreed with the proposal, 1% disagreed and 1% said they did not know.</p> <p>There was a total of 7 responses to Statutory Notice to change the age range of St Peter and St Paul Church of England Infant School, of these 86% agreed with the proposal, 14% disagreed and 0 said they did not know.</p>			

## 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

Impacts have been identified under the protected characteristics **Age including younger and older people** and **Religion or belief including lack of belief**. 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?**

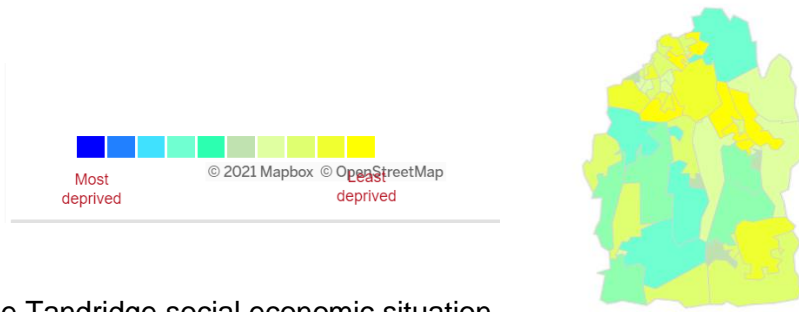
Families of pupils attending the school who are Anglican and have chosen the school for its religious characteristic.  
 Families of pupils attending the school who are members of a different faith or have no religious belief.  
 Families of pupils who may attend the school in the future.  
 The majority of pupils at St Peter and St Pauls currently continue their education in Year 3 at a Church of England School (St

Impacts (Please tick or specify)	Positive		Negative		Bot
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will be implemented	
Positive – The expansion is meeting the demand for Junior places where St John’s CE Infant School is reducing PAN.	<p>The proposal is to expand the school to create additional places. Securing an all-through-primary school place has become a more popular option for parents and the expansion of St Peter and St Paul CE Infant School from a 1FE infant school to a 1FE primary school allows the school to adapt to meet the changing needs of their local community and change the pattern of admissions accordingly.</p> <p>Expanding the infant school allows continuous education for families who have selected the Church of England School.</p>		<p>To meet the ongoing demand, Surrey County Council explored the option of expanding other schools within the Caterham planning area on either a temporary or permanent basis.</p> <p>The proposal allows continuous education at the same provision from Reception to Year 6 and maintains the diversity of places and balance between faith and non-faith places in the area.</p>	September	

## SOCIO-ECONOMIC FACTORS

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

7.2% of pupils who attended St Peter & St Pauls Infant School in 2018/2019 were eligible for free school meals.



This map shows the Tandridge 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 area of Tandridge. The light yellow colours on the map are the least deprived areas and the blue are the most the map can be found on [Surrey i](#)".

Impacts (Please tick or specify)	Positive		Negative		Bo
Impacts identified	Supporting evidence			How will you maximise positive/minimise negative impacts?	When will be implemented
Negative: Potential for additional traffic and parking issues outside of the school.	Responses to the initial consultation advised that "more than doubling the size of the school would cause traffic chaos along Rook Lane outside the school which is already extremely busy with parent parking as it is. I don't think it could cope with more traffic without having a very negative impact on the traffic and congestion levels near the school."			The impact of traffic and parking is part of the planning consultation. SCC Highways are a statutory consultee. The school will update their travel plan to reflect the increase in pupils.	On going
Positive: More parents will be walking to school as siblings able to remain in the same school	Responses to the initial consultation advised that "At present we can walk to the school & if he were to have to transfer to St John's that would require driving, let alone the upheaval to my son with having to join a new school halfway through his primary education."			To ensure that the proposal is completed on time and the provision is available for September 2022.	On going
<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>					
N/A					

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 are 100 pupils age 4 – 7 years old currently attending St Peter & St Paul’s CofE Infant School.  
(Source: School census May 2021)

Impacts (Please tick or specify)	Positive		Negative		Bo
Impacts identified	Supporting evidence		How will you maximise positive/minimise negative impacts?	When will you implement?	
<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>	
<p>Pupils will not have to move to another school to continue their education into Year 3.</p>	<p>Families of pupils attending infant schools need to apply for a school place in Year 3 by 15 January when their child is in Year 2. The proposed change will mean pupils will stay at the school through to year 6 without having to apply for a new school place.</p> <p>Surrey County Council’s planning principles in the <a href="#">School Organisation Plan 2020</a> states that new primary schools should provide from Reception to Year 6.</p> <p>A change to the age range of the school from an infant school for pupils aged 4-7 years (Reception to National Curriculum Year 2) to</p>		<p>The proposed expansion allows St Peter and St Paul CE Infant School to offer junior places and in turn supports St John’s CE Primary School to remove their Year 3 intake. Both schools are under financial pressure due to their school being below overall capacity, mainly due to the organisation of places.</p> <p>The impact of changing the age range is positive as the pupils can remain at the school throughout.</p>	<p>September</p>	

	<p>become a primary school for pupils aged 4-11 years (Reception – National Curriculum Year 6). A change to the age range of the school from an infant school for pupils aged 4-7 years (Reception to National Curriculum Year 2) to become a primary school for pupils aged 4-11 years (Reception – National Curriculum Year 6).</p> <p>The proposal is to change the age range from September 2022. Consultation report and Statutory Notices available at <a href="http://www.surreysays.gov.uk">www.surreysays.gov.uk</a></p>		
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**What other changes is the council planning/already in place that may affect the same groups of people? 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

## 3. Staff

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

Any direct impacts for staff are being considered within a full staff consultation undertaken by the school

Impacts	Positive		Negative		
<b>Impacts identified</b>	<b>Supporting evidence</b>	<b>How will you maximise positive/minimise negative impacts?</b>	<b>When will you implement?</b>		
<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>		

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
<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>	x
<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> ).	



*Please use the box on the right to explain the rationale for your recommendation*

## 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
<b>Approved by*</b>	Liz Mills	Sent 29/9/21
	Rachael Wardell	Sent 29/9/21
	Directorate Equality Group	

<b>EIA Author</b>	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
Debbie Watson	Commissioning Assistant	Place Planning Team	EIA Working Group
Lucy Jarvis	Commissioning Assistant	Place Planning Team	EIA Working Group
Jackie Drysdale	Commissioning Assistant	Place Planning Team	EIA Working Group
Miriam Hepburn	Commissioning Assistant	Place Planning Team	EIA Working Group
Sarah Manning	Commissioning Assistant	Place Planning Team	EIA Working Group
Jane Keenan	Commissioning Manager	Place Planning Team	EIA Working Group

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