

Equality Impact Assessment for the Proposal to lower the age range of Hurst Green Infant School & Nursery

Did you use the EIA Screening Tool?

Yes

1. Explaining the matter being assessed

This is a:

- Change to a service or function

Hurst Green Infant School and Nursery is a one form entry school in the district of Tandridge, rated Good by Ofsted in 2022. The school currently also offers childcare for 2-year-olds under section 27 of the Education Act 2002 5.

Surrey County Council and Hurst Green Infant School and Nursery propose to change the current section 27 2-year-old provision to become part of the nursery that is under the same registration as the school and continues to provide a secure, stimulating, quality nursery provision for children in the local area. The nursery is currently meeting a need identified through the Surrey County Council Childcare Sufficiency assessment and will continue to do so under this proposal.

The proposal will impact:

- Staff at Hurst Green Infant School & Nursery
- Parents and families of pupils currently attending Hurst Green Infant School & Nursery or likely to attend the school in the future.

How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)?

- 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?

- Tandridge

Assessment team

Detail here who you have involved with completing this EIA:

- Rachael Wardell, Surrey County Council, Executive Director Children Families and Lifelong Learning
- Liz Mills, Surrey County Council, Director of Education and Learning
- Eamonn Gilbert, Surrey County Council, Assistant Director Commissioning
- Carrie Traill, Surrey County Council, Service Manager, Educational Effectiveness
- Mike Singleton, Surrey County Council, Service Manager, Education Place Planning
- Marnie Caton, Surrey County Council, Commissioning Manager, Education Place Planning
- Sarah George, Hurst Green Infant School and Nursery, Headteacher
- Katherine Saunders, Hurst Green Infant School and Nursery, Chair of Governing Body

Consultation Information:

Surrey County Council and Hurst Green Infant School and Nursery consulted on the proposal to lower the age range of Hurst Green Infant School and Nursery, in Tandridge from 3 to 7 years to 2 to 7 years.

The aim of the consultation was to seek views on the proposal from all interested parties, particularly from pupils and their families who attend Hurst Green Infant School, pupils and their families who may attend the school in the future, and the views of the local community.

The informal consultation was open from 19 June 2023 to 17 July 2023. 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 an online form or alternatively email or post responses.

An online public meeting was offered on 28 June 2023 at 4pm using Microsoft Teams. There were no participants on the day, therefore the online presentation did not take place. No enquiries were made to request another date/time.

There was 1 response to the consultation.

Do you agree with the proposal to lower the age range of Hurst Green Infant School & Nursery from 3 to 7 years to 2 to 7 years?

1 (100%) respondent agreed with the proposal.

The informal consultation analysis is published on the statutory notices page at [Surrey Says](#).

Statutory Notices were published from 11 September – 09 October 2023. The associated documentation was published on the [SurreySays Website](#) and circulated to local stakeholders.

Interested parties were invited to return responses to the consultation via an online form or alternatively email or post responses.

There were 2 responses to the consultation. 2 respondents agreed with the proposal to lower the age range of Hurst Green Infant School & Nursery from 3 to 7 years to 2 to 7 years.

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) considered in the 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

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups.

- Members/Ex members of armed forces
- Adult and young carers*
- Those experiencing digital exclusion*
- Those experiencing domestic abuse*
- Those with education/training (literacy) needs
- Those experiencing homelessness*
- Looked after children/Care leavers*
- Those living in rural/urban areas
- Those experiencing socioeconomic disadvantage*
- Out of work young people)*
- Adults with learning disabilities and/or autism*
- People with drug or alcohol use issues*
- People on probation
- People in prison
- Migrants, refugees, asylum seekers
- Sex workers
- Children with Special educational needs and disabilities*
- Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*
- Older People in care homes*
- Gypsy, Roma and Traveller communities*
- Other (describe below)

(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

Impacts have been identified under the protected characteristics **Age including younger and older people** and **Disability**. The following vulnerable groups have also been identified, **Children with Special educational needs and disabilities** and **those experiencing socioeconomic disadvantage**.

Age

Pupils at the school

Currently we offer 30 reception places each year for local children. There are no planned changes to the Published Admission Number (PAN) of 30 reception places.

There are currently 4 part-time places for 2 year olds offered at the section 27 nursery at Hurst Green Infant School and Nursery. There is no change to how parents apply for a nursery place and information can be found on the school's website [Hurst Green Infant School & Nursery](#). Children who currently attend the nursery at the school will continue to attend the same setting with the same staff and do not need to reapply for a place under the new registration.

The capacity in the school from year R to year 2 is not impacted by this consultation. The permanent capacity of the school from year R to year 2 is 90.

Table 1. Numbers on roll (Yr EY1 – Yr 2) at Hurst Green Infant School and Nursery (January 2023 census)

Year group	EY1 (3 year olds)	EY2 (4 year olds)	R	1	2
Number of Pupils	3	12	29	30	27

Pupils who may attend the school in the future

1. Surrey County Council and the Governing Body of Hurst Green Infant School and Nursery are proposing to lower the age range of Hurst Green Infant School in Tandridge from 3 to 7 years to 2 to 7 years.
2. This would mean that the current nursery provision for 2-year-olds led by the Governing Body would become part of the maintained nursery managed by the school, under the same Ofsted registration as the school.
3. As per all maintained school admissions arrangements, there is no automatic right for nursery aged children to gain a reception place at the school. The admissions criteria for community and voluntary controlled schools, along with other individual schools admissions criteria, in Surrey are published each year in the [schools admissions booklets](#). Hurst Green Infant School and Nursery can be found in the Primary School Booklet for Tandridge primary schools. Parents of children applying for a reception place would need to apply in the normal way for

Equality Impact Assessment

3

admission to the primary school whether their child attends the nursery provision or not.

Positive Impacts:

- Lowering the school age to incorporate the current 2-year-old provision as part of the maintained school, 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 7 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.

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?

N/A

SEND Capital Programme Cabinet Report 25 January 2022:

[Developing Local Special Educational Needs and Disability \(Send\) Provision in Surrey to Meet Demand From 2023/24 Onwards](#)

Any negative impacts that cannot be mitigated?

No

Disability

(Including Children with Special Educational Needs and Disabilities and Adult and Young carers)

The proposal positively impacts children with Special Educational Needs and Disabilities as entry to early years provision at 2 years old could lead to the earlier identification and support of children with additional needs.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

N/A

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?

N/A

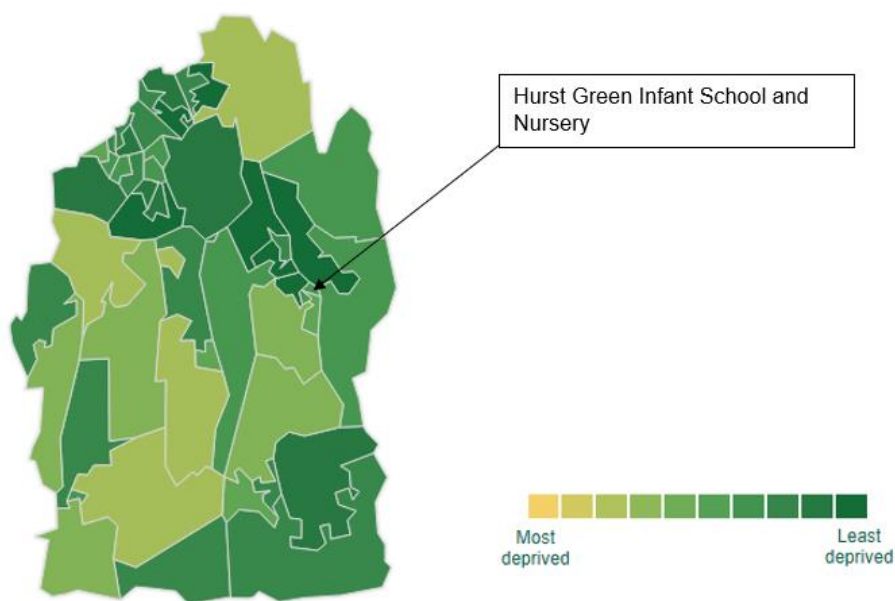
Any negative impacts that cannot be mitigated?

No

3 Socio economic disadvantage

[The Indices of deprivation 2019](#) finds that there are no Lower Layer Super Output Areas (LSOA) in Tandridge between below the 30% most deprived areas in the country. Hurst Green Infant School and Nursery is in LSOA 007A which is in the 60-70% decile of the Index of Multiple Deprivation. On a national scale it is less deprived than 60% of the rest of the country, according to the index.

Figure 1: English Index of Multiple Deprivation Tandridge Map of Tandridge



Source: Indices of deprivation 2019 in Surrey by Surrey-i helpdesk

Positive impact: Lowering the school age to incorporate the current 2-year-old provision as part of the maintained school, 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 7 years old.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

N/A

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?

N/A

Any negative impacts that cannot be mitigated?

No

3. Staff

Any impacts for staff with protected characteristics will be considered by the Governing Body of Hurst Green Infant School and Nursery.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

Communication and consultation with staff throughout the decision-making process.

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?

N/A

Any negative impacts that cannot be mitigated?

No.

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

- **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:
 - 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).

Recommended outcome:

- **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.

Explanation:

No negative equalities impacts have been identified.

5. Action plan and monitoring arrangements

There is no current action plan as no negative impacts have been identified

6a. Version control

Version Number	Purpose/Change	Author	Date
0.1	Draft	Kim O'Malley	August 2023
0.2	Amendments to draft at end of Informal Consultation	Kim O'Malley	August 2023
0.3	Final draft version at the end of the Statutory Notice period	Lucy Ford	October 2023
1	Final version for Cabinet Member Meeting	Lucy Ford	October 2023

6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by	Date approved
Head of Service - Liz Mills	12/11/2023
Executive Director – Rachael Wardell	12/11/2023
Cabinet Member – Clare Curran	03/11/2023
Directorate Equality Group – Liz Mills	12/11/2023

EIA author: Jane Keenan, Commissioning Manager, Education Place Planning

6c. EIA Team

Name	Job Title	Organisation	Team Role
Lucy Ford	Commissioning Manager	SCC	Author, Project Manager
Kim O'Malley	Commissioning Assistant	SCC	Project Group member
Sarah George	Headteacher	Hurst Green Infant School and Nursery	Service Expert
Katherine Saunders	Chair of Governors	Hurst Green Infant School and Nursery	Service Expert
Liz Mills	Director of Education and Learning	SCC	Sponsor

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