

EIA Title	Proposal to open a specialist centre at The Orchard School			
Did you use the EIA Screening Tool? (Please tick or specify)	Yes (Please attach upon submission)	Yes	No	

1. Explaining the matter being assessed

What policy, function or service change are you assessing?	<p>The Orchard Infant School is a three form entry infant school in the borough of Elmbridge in Surrey. The school has an 'Outstanding' Ofsted rating. The Orchard has currently been supporting 2 pupils in each year group in a centre environment and this consultation is for the school to have a permanent specialist centre to continue to meet the needs of pupils with Speech and Language Communication Needs (SLCN) in the local area.</p> <p>It is proposed that The Orchard Infant School hosts a specialist Special Education Needs and Disability (SEND) centre for 6 pupils. All pupils admitted to the centre would have an EHCP specifying the school as an appropriate placement to meet their individual needs. It is anticipated that the centre would be organised with 2 places per year group, although this number is not fixed and on occasions some year groups may have more or less than 2 pupils.</p>
Why does this EIA need to be completed?	The EIA is being completed to assess the impact of the proposal to open a new specialist centre at The Orchard Infant School.
Who is affected by the proposals outlined above?	<p>The proposal will impact:</p> <ul style="list-style-type: none"> • pupils currently attending The Orchard School • Staff at The Orchard School • Parents and families of children with SLCN education needs, currently attending The Orchard School or likely to attend The Orchard School in future.
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



	<ul style="list-style-type: none"> Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life. 		
<p>Are there any specific geographies in Surrey where this will make an impact?</p> <p>(Please tick or specify)</p>	County Wide		Runnymede
	Elmbridge	x	Spelthorne
	Epsom and Ewell		Surrey Heath
	Guildford		Tandridge
	Mole Valley		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 the 2nd November 2020 and finished on the 14th December 2020. A public virtual consultation meeting was held on the 18th November 2020.</p> <p>A survey was published on the Surrey County Council consultation website 'Surrey Says' between 2nd November 2020 and 14th December 2020. A total of 10 responses were received and analysed. Of the 10 responses, 100% agreed with the proposal, 0% disagreed with the proposal; and 0% did not know or offer a position.</p> <p>Consultation packs detailing the proposal were distributed to all staff at The Orchard School. Parents of pupils could have obtained a copy of the consultation from the school or online.</p> <p>Statutory notices were published 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 was 1 response to the statutory notice: 1 response agreed with the proposal.</p> <p>A Consultation Analysis has been published as part of the report to the Lead Cabinet Member for All-Age Learning Meeting on 9 March.</p> <p>The following data has also been used:</p> <ul style="list-style-type: none"> School census records October 2020 Office for National Statistics https://www.neighbourhood.statistics.gov.uk/dissemination/ English indices of deprivation 2019 		

2. Service Users / Residents

There are 10 protected characteristics have been considered and two highlighted in green where impacts have been identified 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

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.

DISABILITY

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

All pupils who will be attending the Specialist Centre at The Orchard School have Speech Language and Communication Needs. Some pupils may also have an additional disability.

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
Additional pupils will be able to access a local SLCN centre if approved.	The next nearest SLCN provision is over 5 miles away (Stepgates Primary School) from The Orchard Infant School and therefore pupils with SLCN will not need to travel so far for appropriate school provision.			To ensure that the proposal is completed on time and the provision is available for September 2021.	September 2021	Surrey County Council and the school

**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**

The development of the proposed Specialist centre is part of a suite of proposals being developed by Surrey County Council to deliver a step change in the number of places for learners who have complex SEND in local Special Schools and Specialist Centres.

SEND Capital programme 29 Sept 20

[SEND Capital Programme Phase 3 2021- Cabinet Report.pdf \(surreycc.gov.uk\)](#)

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

Age

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

The Orchard School is an Infant School for learners in Year R to Year 2.

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	
<p>The offer at the school is only up to Year 2 and therefore there is a transition point before Year 3.</p> <p>Negative impacts are that pupils who would benefit from the same support in year 3 would have to change provision to access that support and may need a placement outside of the immediate local area</p>			<p>Negative: To minimise the negative in transition, support and assessment would be offered throughout the learners time at The Orchard to ensure a smooth transition to either mainstream local schools or specialist centres.</p> <p>Positive: There is opportunity for pupils to move to local mainstream schools in year 3</p>	September 2021	Surrey County Council and The Orchard School	

<p>Positive Impacts are that the model offered in Year R to Year 2 allows time for progression and assessment.</p>		<p>with continued Speech and Language Support supporting inclusion with peers in mainstream.</p> <p>There are opportunities for transitioning at year 3 to other specialist centres in local mainstream schools. Additional High COIN places are proposed in year 3 at Chandlers Field Primary to support if a pupils needs are identified as needing an ASD provision in year 3. There is also a transition point to local LAN (Learning and Additional Needs) Specialist Centres in the local area.</p>		
<p>Reduce impacts for pupils in Year R whether they are place in this Infant provision or a primary provision</p>		<p>Ensure that children placed at the SLCN centre would benefit from a placement in the infant years.</p> <p>Prepare transition to support pupils into mainstream in year 3 or appropriate specialist placement</p>	<p>Ongoing</p>	<p>The Orchard School</p> <p>SEN Admissions Team and SEN Area Teams at 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>Additional Year 3 High COIN places are proposed at Chandlers Field Primary School and Meadhurst Primary School. Those proposals are subject to separate consultation and form part a range of proposals under The SEND Capital Programme.</p>				

Any negative impacts that cannot be mitigated? Please identify impact and explain why
The school does not have a junior department so it is not possible for pupils to continue at the same school into Year 3

SOCIO-ECONOMIC FACTORS

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

Index of Multiple Deprivation (2019) – Parts of Molesey East (Elmbridge 002A) are in the least 10% least deprived areas in the country meaning 90% of places in the country have higher levels of deprivation. However the school serves local areas with pockets of deprivation (Elmbridge 004B in Walton South is the most deprived 20-30% meaning it is an area more deprived than 70% of the country and Elmbridge 003D in Molesey West is in the most deprived 30 – 40% of the country) and the specialist centre will support pupils from a wider area than the primary school.

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	
More families will be able to access a local provision for SLCN pupils if approved.	The next nearest SLCN provision is 5 miles away (Stepgates and Meadhurst Primary Schools) from The Orchard Infant School and therefore pupils with needs will not need to travel so far for appropriate school provision.		To ensure that the proposal is completed on time and the provision is available for September 2021.	September 2021	Surrey County Council and the school	

<p>Potential less travel time for families as they will be able to access a local SLCN provision.</p>	<p>The next nearest SLCN provision is 5 miles away (Stepgates and Meadhurst Primary Schools) from The Orchard Infant School and therefore pupils with needs will not need to travel so far for appropriate school provision.</p> <p>Children and young people with SEND may be eligible for travel assistance as described in the Home to School/College Travel Transport Policy</p>	<p>Ensure that children placed at the SLCN centre are local to the provision</p> <p>“An entitlement to home to school transport exists where the following criteria is satisfied: A child with an EHCP attends their nearest suitable school* and qualifies for home to school transport under the statutory walking distances (section 3.2) outlined previously within this policy.” (Home to School Travel Transport Policy)</p>	<p>Ongoing</p>	<p>SEN Admissions Team at 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>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				

3. Staff

NO IMPACTS IDENTIFIED

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

Any direct changes for staff are not part of this proposal and would be addressed by The Orchard School

Impacts	Positive		Negative		Both	
Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner		
Any direct changes for staff are not part of this proposal and would be addressed by The Orchard School	The Orchard School are responsible for staffing and planning in the centre and school	The development of a Specialist Centre at The Orchard has already increased the repertoire, skill and confidence of all the staff in working with pupils with Speech Language and Communication Needs to provide for children within the mainstream provision as well as the centre environment. Children and staff benefit from the learning arising from working with children with complex needs as well as working with outside agencies, Specialist Teachers	September 2021	The Governing Body of The Orchard School		

Equality Impact Assessment

		and Assistants. The Orchard Staff are highly committed and are supported by a culture, and well -resourced learning environment designed to welcome and support a diverse community.		
<p>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</p>				
<p>Any negative impacts that cannot be mitigated? Please identify impact and explain why</p>				
<p><i>You will need to repeat the box below (copy and paste) for each of the protected characteristics likely to be impacted.</i></p>				

4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
No amendments have been made to the proposals	

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
1.2	New draft	Jackie Drysdale	14.11.2020
1.2	Statutory notice responses	Jane Keenan	10.02.2021

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*	<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	Surrey County Council	Author
Jane Keenan	Commissioning Manager	Surrey County Council	Manager
Carol Rusby	Headteacher	The Orchard School	Consulted/Contributor

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