

Proposal for the expansion of St Paul's CofE Infant School to a primary school with nursery provision

Did you use the EIA Screening Tool? (Delete as applicable)

Yes

1. Explaining the matter being assessed

- Change to a service or function

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

In agreement with the school's Headteacher and Governing Body, Surrey County Council is proposing that St Paul's CofE Infant School change the age range to accommodate ages 4-11 years, becoming a 1FE primary school with an attached nursery provision. This would allow for a roll of 210 pupils across the school. It is also proposed that the school lower their age range to accommodate a 60-place nursery provision, with the potential to rise to 68 dependent on the needs of the community.

- Pupils currently attending St Paul's CofE Infant School
- Staff at St Paul's CofE Infant School
- Parents and families of pupils currently attending St Paul's CofE Infant School or likely to attend the school in the future.

This proposal also impacts the school's current Junior counterparts, Walsh CofE Junior School, and Waverley Abbey CofE Junior School. Should the proposal be agreed, there will also be a consultation to amend the admissions criteria at Waverley Abbey and Walsh CofE Junior Schools to remove St Paul's as a named feeder school. Both of these Junior schools are academies and therefore any decision to amend their admissions policies will be made by The Good Shepherd Trust.

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

Equality Impact Assessment

3 Are there any specific geographies in Surrey where this will make an impact?

- Guildford
- Waverley

Assessment team – A key principle for completing impact assessments is that they should not be done in isolation. Consultation with affected groups and stakeholders needs to be built in from the start, to enrich the assessment and develop relevant mitigation.

Detail here who you have involved with completing this EIA. For each include:

- Rachael Wardell, Surrey County Council, Executive Director Children Families and Learning
- Liz Mills, Surrey County Council, Director of Education and Learning
- Mike Singleton, Surrey County Council, Service Manager, Education Place Planning
- Katie Kelly-Weller, Surrey County Council, Commissioning Manager, Education Place Planning
- Gavin Wilson, Surrey County Council, Commissioning Assistant
- Tom Hilyard, St Paul's CofE Infant School, Headteacher

Consultation Information:

Surrey County Council and St Paul's CofE Infant School consulted on the proposal to change the age range of St Paul's CofE Infant School from a one-form entry infant school to a one-form entry primary school and extend their premises to accommodate the additional children. The aim of the consultation was to seek views on the proposal from all interested parties, particularly from pupils and their families who attend St Paul's CofE 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 18 September 2023 to 5 November 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. A public meeting was held at the school on 4 October 2023.

The informal consultation analysis is published on the statutory notices page at SurreySays. Statutory Notices were published from 24 November 2023 and open until 15th January 2024. 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. Respondents had the opportunity to add comments at the end of the survey. The full analysis of the consultation period can be found in the analysis document on SurreySays.

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) 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

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 (Please **refer to the EIA guidance** if you are unclear as to what this is).

- 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)

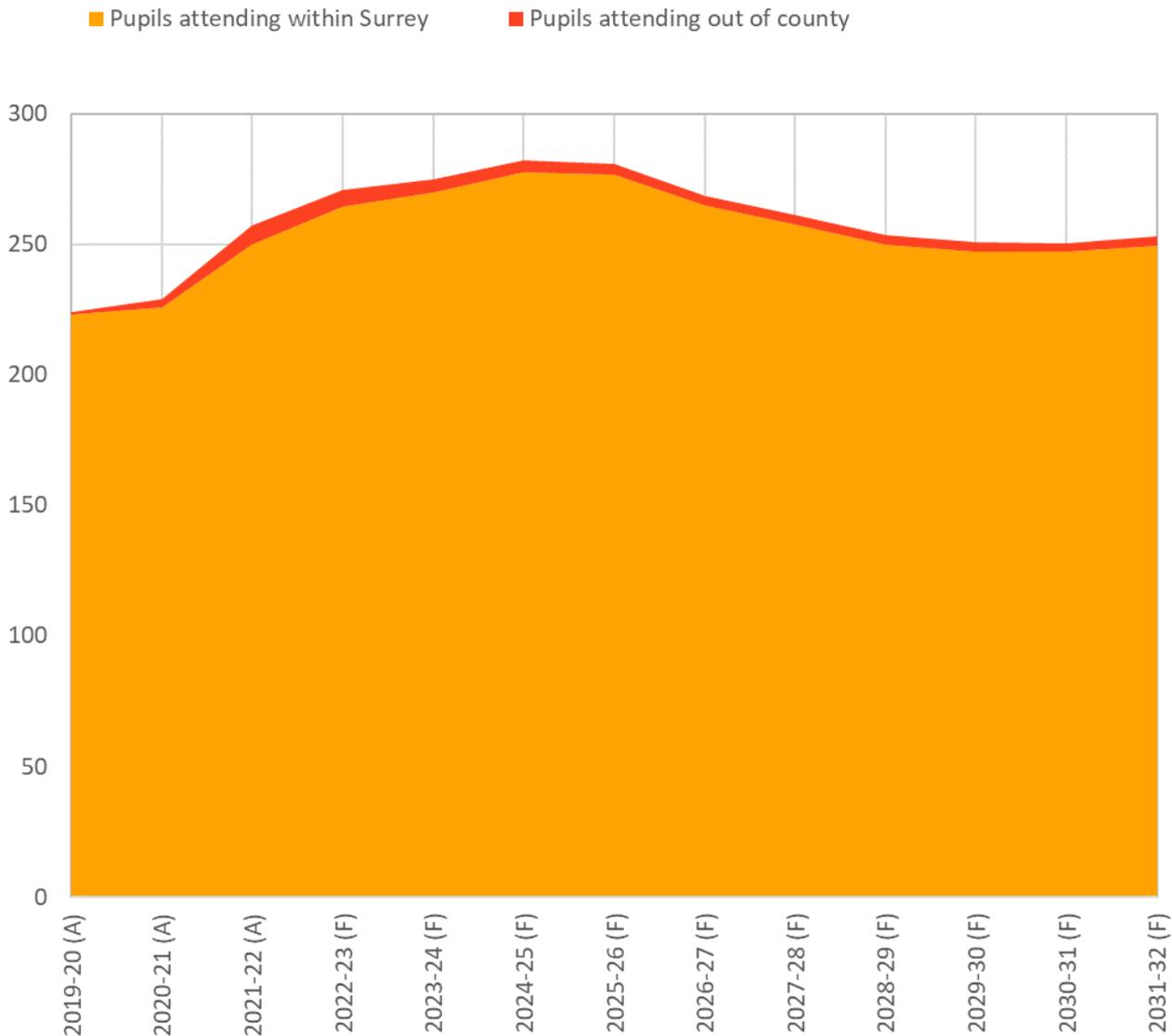
Impacts have been identified under the protected characteristics **Age including younger and older people** and **Disability**. The following vulnerable groups have also been identified, **Children with Special educational needs and disabilities** and **those experiencing socioeconomic disadvantage**.

Disability

(Including Children with additional needs and disabilities and Adult and Young carers)

There are 87 pupils currently on roll at St Paul’s CofE Infant School, with around 10.3% of pupils having an EHCP or undergoing assessment for an EHCP.

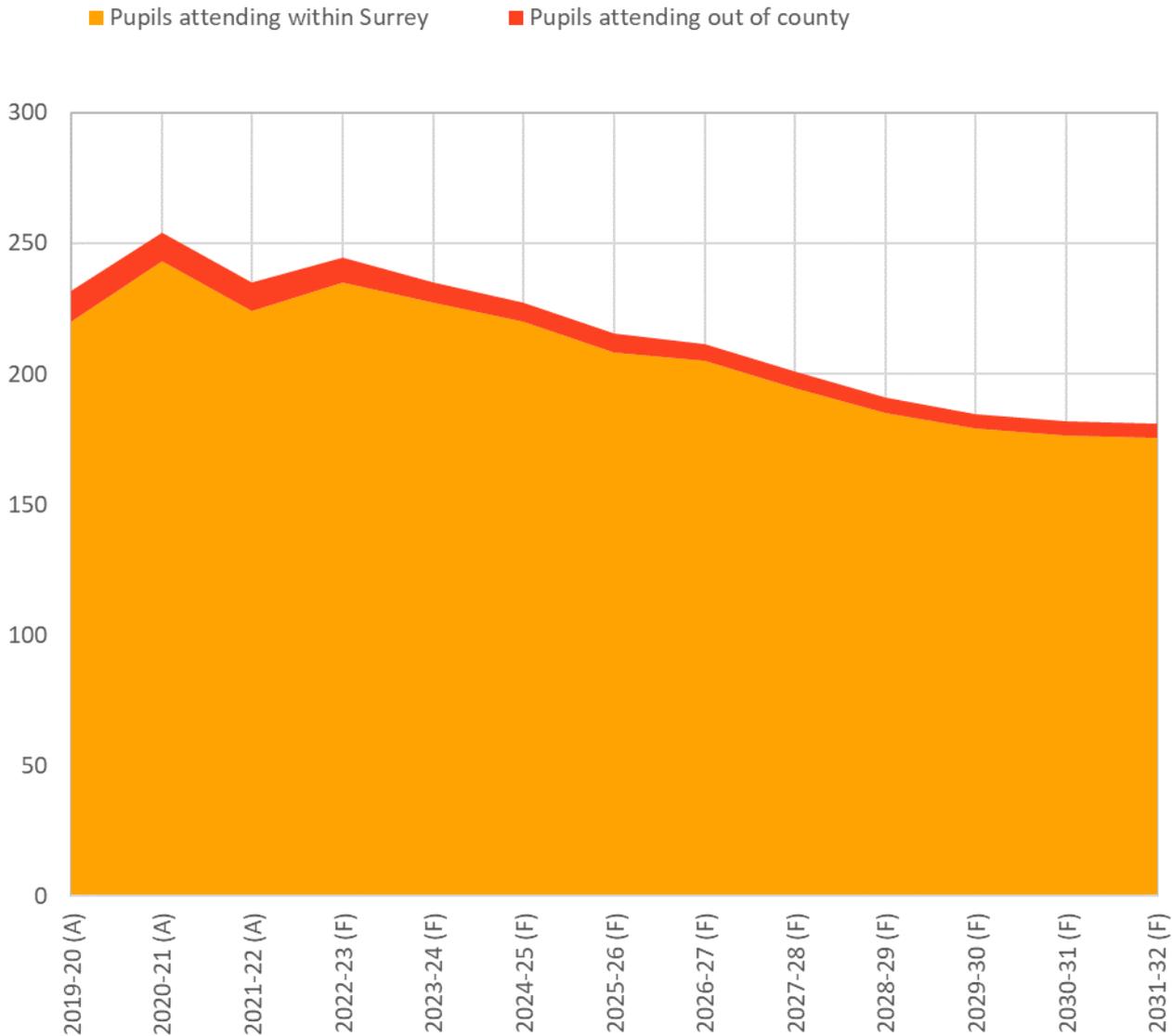
Graph 1: Forecast of demand for mainstream places from Year R to Year 6 for pupils with an EHCP in Guildford



Graph 1 shows the predictions for the Borough of Guildford, it is anticipated that the number of children with an EHCP requiring a mainstream place will increase by 10% from 2021-22’s latest figures (257) to a peak in 2024-25 (282), after which it will decrease and plateau from 2028-29 onwards.

Equality Impact Assessment

Graph 2: Forecast of demand for mainstream places from Year R to Year 6 for pupils with an EHCP in Waverley



Graph 2 shows the predictions for the Borough of Waverley, having previously peaked in 2020-21 (254) it is anticipated that the number of children with an EHCP requiring a mainstream place will continue to decline until reaching its lowest ebb in 2031-32 (181) at the end of the planning period; representing a decrease of 29%.

Positive Impacts:

- The change of age range will positively impact pupils who have an EHCP and those students with additional learning needs as they will experience continuity in their education. Remaining in the same setting at the Key Stage Transfer mid-way through their primary education, will provide these pupils with consistency and stability that will assist with the identification and support of their needs.

Equality Impact Assessment

3

- A school place that is closer to home will positively impact students, parents and carers who will have the opportunity to be part of a school community closer to home as well as reducing potential travel time for students and their families.

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?

Surrey County Council is aiming to expand the specialist education estate by more than 2,440 places to meet projected demand in the long-term.

SEND Capital Programme Cabinet Report 28 March 2023:

[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

Age including younger and older people

This proposal provides Surrey County Council with the opportunity to re-organise primary places in Ash & Tongham by providing an all-through primary school which will benefit the local community and provide opportunities for siblings in a family to attend the same school. It would also ease the transition made by children when transferring from Key Stage 1 to Key Stage 2, as pupils will have the opportunity to remain at St Paul's CofE Infant School instead of transferring to another school for their junior education.

Children currently leave St Paul's CofE Infant School at the end of Year 2 and parents make separate admission applications for Year 3 places. The admissions criteria for Waverley Abbey and Walsh CofE Junior Schools both currently list St Paul's as a feeder school. **Parents** are also able to seek Year 3 places at primary schools without a separate Year 3 intake, which can be offered subject to vacant places being available.

St Paul's CofE Infant School currently subsidise a minibus to transport former pupils to and from Waverley Abbey CofE Junior School, due to it being 4.5 miles from the infant school site. This service is currently available for 4 years, the duration of the pupil's time at Waverley Abbey CofE Junior School.

The proposed change of age range would allow St Paul's CofE Infant School to offer junior places. The increase in junior places in the Ash and Tongham planning area would equalise the total number of Reception places available; 240 Reception places against 248 Year 3 places. This would improve the sustainability of the school and allow pupils to attend schools nearer to where they live without negatively impacting pupil numbers at other primary schools across Ash, Tongham and Guildford as a whole.

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?

Any negative impacts that cannot be mitigated?

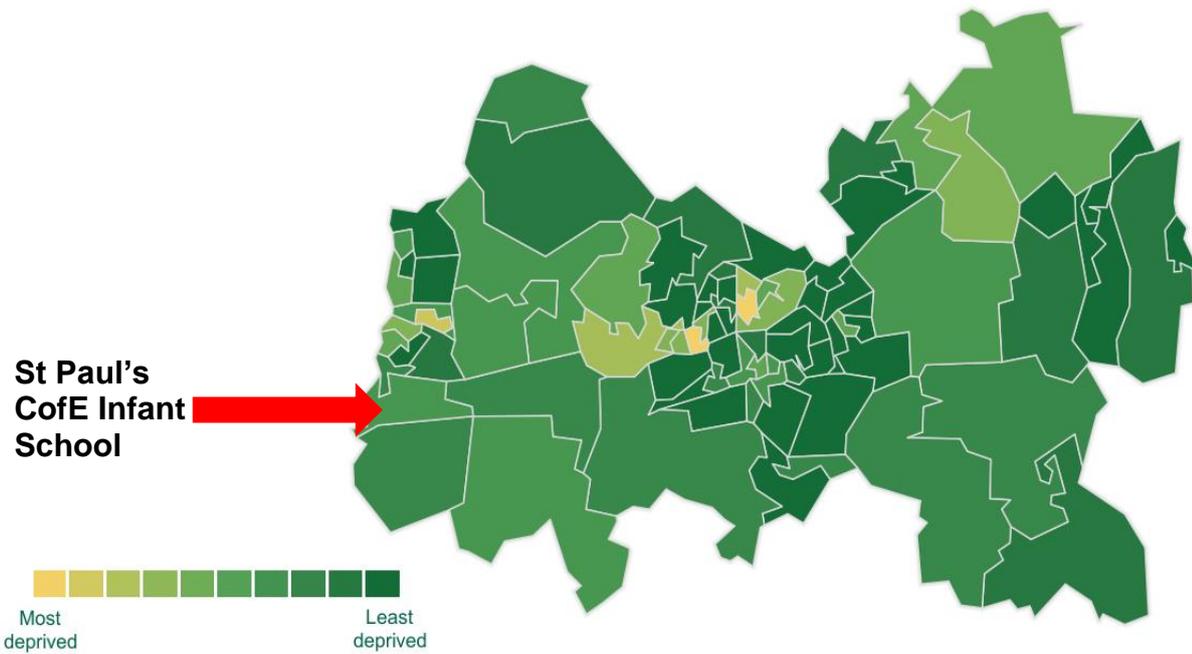
No

3 Socio-economic disadvantages

The Indices of deprivation 2019 finds that 1 out of 84 Lower Layer Super Output Areas (LSOA) in Guildford are between 20% - 30% most deprived area in the country. 11 out of 84 areas are more deprived than 50% of England. 2 out of 53 Lower Layer Super Output Areas (LSOA) in Guildford are in the least deprived 10% in the country, however there are pockets of deprivation in the borough.

Figure 1: English Index of Multiple Deprivation - Guildford

Map of Guildford



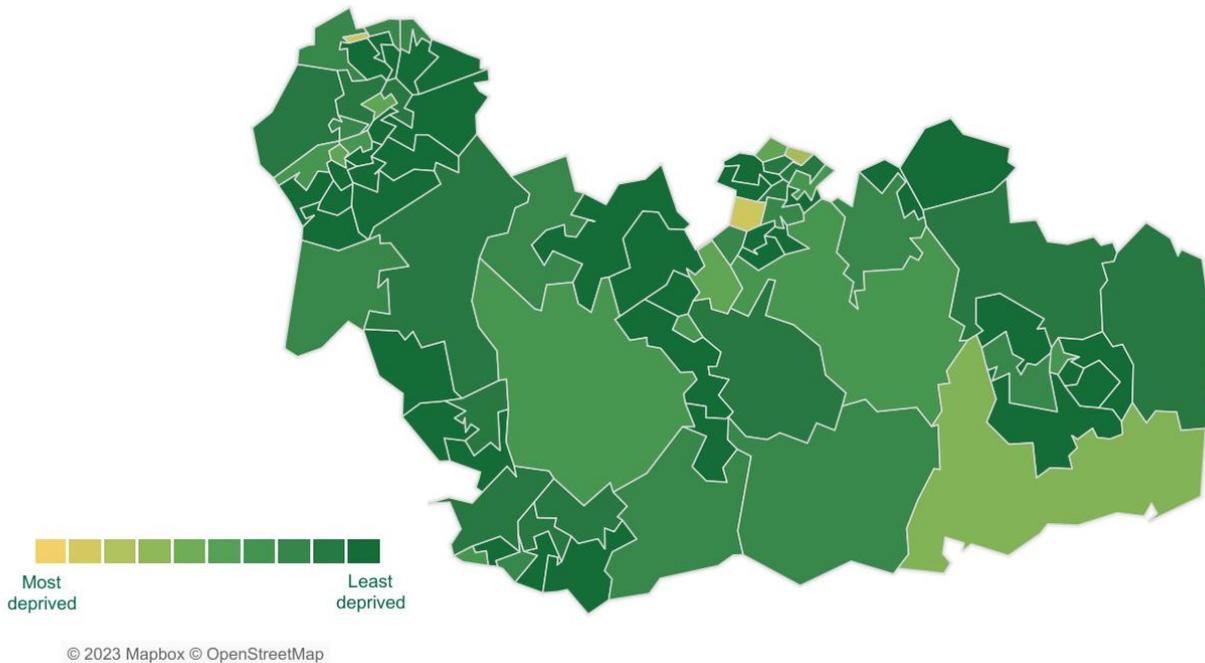
© 2023 Mapbox © OpenStreetMap

Equality Impact Assessment

The Indices of deprivation 2019 finds that 2 out of 84 Lower Layer Super Output Areas (LSOA) in Guildford are between 20% - 30% most deprived area in the country. 4 out of 83 areas are more deprived than 50% of England. No Lower Layer Super Output Areas (LSOA) in Guildford are in the least deprived 10% in the country.

Figure 2: English Index of Multiple Deprivation - Waverley

Map of Waverley



Positive impact: More families will be able to access an all-through primary school closer to home.

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?

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 St Paul's CofE Infant School.

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?

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
1	First draft	Gavin Wilson	December 2023
2	Draft review	Katie Kelly-Weller	January 2023

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made – so that you can refer to what changes have been made throughout this iterative process.

For further information, please see the EIA Guidance document on version control.

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	
Executive Director	
Cabinet Member	
Directorate Equality Group	

Publish:

It is recommended that all EIAs are published on Surrey County Council's website.

EIA author:

6c. EIA Team

Name	Job Title	Organisation	Team Role
Mike Singleton	Service Manager - Place Planning and Commissioning	SCC	Project Group Member
Katie Kelly-Weller	South West School Commissioning Manager	SCC	Author, Project Manager
Gavin Wilson	School Commissioning Area Assistant	SCC	Project Group Member

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Equality Impact Assessment

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