

EQUALITY IMPACT ASSESSMENT

Equality Impact Assessment of a Strategy or Project



ROCHDALE
METROPOLITAN BOROUGH
COUNCIL

<p>Service:</p> <p>Early Help & Schools & St. Andrew's CE Primary School Governing Body.</p>	<p>Section:</p> <p>School Organisation & Development</p>
<p>Responsible Officer:</p> <p>Chris Swift</p>	<p>Name of strategy or project assessed:</p> <p>Significant Enlargement & Change in Age range of St. Andrew's CE Primary School.</p>
<p>Date of Assessment: 9th September 2013</p> <p>Officers Involved: Chris Swift</p>	
<p>1. What is the purpose of the strategy/project? <i>(Briefly describe the aims, objectives and purposes of the strategy / project)</i></p>	
<p>1. <i>To change the age range of the school to establish a 26 full-time equivalent (fte) Nursery Class; and</i></p> <p>2. <i>Enlarge the school to admit up to an extra 15 children in each successive year group from September 2014.</i></p>	
<p>2. Who are the key stakeholders?</p>	
<p><i>St. Andrew's CE Primary School- Parents, staff, pupils, governors.</i></p>	
<p>3. Are there any other documents/strategies linked to this strategy/project?</p>	
<p><i>Rochdale School Organisation Plan 2010-14 which can be accessed at:</i> http://www.rochdale.gov.uk/PDF/2011-03-23_School_Organisation_Plan_2010-14_v1.pdf <i>Rochdale Childcare Sufficiency Assessment which can be accessed at:</i> http://www.rochdale.gov.uk/the_council/policies_and_plans/children_and_young_people/childcare_sufficiency_assessme.aspx</p>	
<p>4. Which needs is the strategy/project designed to meet?</p>	
<p><i>Ensure that there are enough school places in the area by providing an additional 15 Reception Class places and the addition of a 26 fte nursery class at St. Andrew's CE Primary school to provide more free part-time places to meet the entitlement for 3-4 year olds and also the new entitlement for 2 year olds.</i></p>	
<p>5. Has a needs analysis been undertaken?</p>	
<p><i>The Local Authority has a duty to ensure there are sufficient school places. Each year an analysis is undertaken of the supply and demand for school places. The analysis and proposed ways of meeting the need for extra Reception class places is then the subject of consultation. The recent needs analysis and consultation documents can be found on the council website.</i></p>	

The increase in births in the area will lead to an increase in demand for both nursery and school places. In November 2012 consultation was undertaken on the need for Extra Reception Class places in Pennines Township. the overall position for the Township is as follows:

	Sept 2103	Sept 2014	Sept 2015	Sept 2016
<i>Current Reception Admission Places</i>	416	416	416	416
<i>Expected Pupil Numbers</i>	409	405	452	444
<i>Extra Places Needed</i>	7 surplus	11surplus	36 shortfall	28 shortfall

The Township comprises different community areas, with different birth and demographic characteristics, so more detailed analysis of Birth data by lower level super output area provided an evidence base for changes in demographic demand at a more localized level and taken with patterns of parental preference suggests the localities where additional school places might be provided. On that basis Cabinet on 28th January 2013 agreed to putting 15 extra admission places at St.Andrew’s CE primary school to meet the expected local shortfall in places.

The table below sets out the birth, place availability and preference situation across the Township in September 2012, together with the position for 2013. For 2014 and 2015 it shows the birth and place availability. Birth data at Ward level indicates an increase in demand for 2016 compared to 2015 in Littleborough Lakeside (up by 21 births) and Smallbridge and Firgrove (up by 12 births). However births in Wardle and West Littleborough are down by 8 births and Smallbridge and Milnrow and Newhey by 16 births). The overall position remains that across the township an extra form of entry will be needed to match demographic demand in 2016.

Area /Locality (not Ward)	September 2012 Admission				September 2013 Admission					September 2014 Admission			September 2015 Admission		
	Births	Places	First Preferences	Places Offered	Births	Places	Shortfall/ surplus	First Preferences	Places Offered at 6th June	Births	Places	Shortfall/ surplus	Births	Places	Shortfall/ surplus
Littleborough	123	140	124	130	125	140	+15	121	127	114	140	+26	123	140	+17
Wardle	40	30	40	30	36	30	-6	32	30	37	30	-7	41	30	-11
Smithy Bridge	103	90	84	102	88	90	+2	93	93	98	90	-8	98	90	-8
Milnrow	100	105	86	104	108	105	-3	92	103	94	105	+11	110	105	-5
Newhey	52	51	68	51	48	51	+3	57	58	59	51	-8	59	51	-7
TOTAL	418	416	402	417	405	416	+11	395	411	402	416	+12	431	416	-15
Smallbridge area schools:															
Smallbridge	155	114	41		126	114	-12		120	106	114	+8	111	114	+3

The Governing Body of the school has written to the Local Authority requesting consideration of the establishment of a Nursery Class. In considering this request the local authority has taken account of the early years and childcare sufficiency assessment for the Ward, and on the basis of current provision and places for 3-5 year olds, additional places will help meet the increased number of children. There are currently 168 children eligible for the Free Entitlement to nursery places, and 172 places in the Ward- 102% coverage.

The school is in an area of increasing deprivation- evidenced by the increase in eligibility for free school meals from 20.9% in 2012 to 35% in 2013, much higher than other schools in the area.

It is important that sufficient places are provided overall for both Nursery and Reception places, without providing too many (because that could adversely affect other schools and providers viability if too many places are provided). School places should be provided so that all children can access a school place within a reasonable distance from their home.

6. Who is affected by the strategy/project?

Parents, neighbouring schools and early years providers are the main groups affected by an increase in provision. In addition to these users and providers there is statutory guidance on who must also be consulted. These additional groups include: staff at the school, Manchester and Salford Diocesan

Authorities, the Rochdale and Littleborough Methodist Circuit, Secretaries of recognised Trades Unions, elected members, the local MP and neighbouring Local Authorities.

Whilst all of the responses from the school community support the establishment of a nursery class and the majority of responses support the enlargement of the school, some parents have expressed concerns that the school will be too big.

Five neighbouring schools have also responded, and are opposed to both the establishment of a nursery class and the enlargement of the school.

7. Who has been involved in the development of the strategy/project and who has been consulted? State your consultation/involvement methodology.

The Local Authority has developed the project to enlarge the school. The Governing Body will implement the proposals if approved.

A fresh consultation is being undertaken in the Autumn Term 2013. The consultation paper indicates a need for further school places and nursery places in the area.

The consultation letter has been sent to parents, pupils, staff and governors of the school, Headteachers and Governing Bodies of schools in Pennines Township, Secretaries of Recognised Trades Unions, neighbouring Local Authorities, Salford and Manchester Diocesan Authorities, the Rochdale and Littleborough Methodist Circuit, MP for Rochdale, Pennines Township Councillors, Private and Voluntary Early Years Providers, The Early Years and Childcare Partnership and St. Andrew's Parochial Church Council.

Consultees can respond in writing and have the opportunity to attend an open drop-in session as part of the consultation.

8. What data have you considered for this assessment and have any gaps in the data been identified. What action will be taken to close any data gaps?

Birth Data provided at post-code level for the period to admissions in September 2016, school census data and for the analysis of place demand for 3-4 year old entitlement- the Rochdale Childcare Sufficiency Assessment.

9. What impact will the strategy/project have on all the protected groups?

Overall, increasing the number of school places in a locality, and the establishment of a new nursery class will be of benefit to all parts of the community. In respect of the protected Groups:-

Race Equality

The proposed changes do not have an adverse impact on race equality considerations. The increase in school places and the additional Nursery class will extend the opportunity for parental choice.

Disabled People

The additional accommodation will be compliant with meeting the needs of disabled children and adults.

Carers

The proposed changes do not have an adverse impact on carers. The increase in school places and the additional Nursery class will improve accessibility to local school places.

Gender

The proposed changes do not have an adverse impact based on gender considerations

Age

The proposed changes will increase the number of school and Nursery places available, and so will increase the scope to meet parental preference, and access to a nearby school.

Ex-Armed Forces Personnel

The proposed changes will increase the number of school and Nursery places available, and so will increase the scope to meet parental preference, and access to a nearby school, especially where families move into the area outside the normal admissions round.

Religion or Belief

The proposed changes do not have an adverse impact on religion or belief considerations. The proposed additional places are in a voluntary controlled Church of England school. The school promotes a Christian ethos.

Sexual Orientation

The proposed changes do not have an adverse impact on sexual orientation considerations.

Gender Reassignment

The proposed changes do not have an adverse impact on gender reassignment considerations.

Pregnant Women or Those on Maternity Leave

The proposed changes do not have an adverse impact on pregnant women or those on maternity leave. The establishment of a nursery class will provide more choice for parents of young children.

Marriage or Civil Partnership

The proposed changes do not have an adverse impact on marriage or civil partnership considerations.

10.What are your main conclusions from this analysis?

There is a need for additional Reception Class places in the area in the period to September 2016. There are not enough places to meet the part-time entitlement to a nursery place for all 3-4 year olds in the area, and the extension of the entitlement to 2 year olds means that additional capacity in the area will help meet that need. This will also mean that there is more opportunity for parental choice.

11.What are your recommendations?

The additional school places and new nursery class will improve parental choice in the area as well as ensure that the Authority can meet it's duty to provide enough school places. Cabinet will be recommended to consider the report on the consultation and decide whether to publish statutory proposals for the enlargement of the school, and to indicate whether it wishes to support the establishment of a new nursery class at St.Andrew's.

12.What equality targets and actions have you set based on the findings of this assessment? Please attach an action plan including details of designated officers responsible for completing these actions.

As the proposals do not have an adverse impact on the protected groups, there are no targets. The Action Plan, however, sets out the process for implementing the proposals if agreed by Cabinet in September.

Signed (Completing Officer):_____Chris Swift ___ Date:_____9th September 2013

Signed (Head of Service): _____ Date:_____

Equality Impact Assessment Action Plan 2013/14 and 2014/15

Action	Outcome	Target Date for Completion	Resource Implications	Lead Officer
<i>Public Consultation on proposals (starts 09-09-13)</i>	<i>Consultees and interested parties able to express their views about the proposals.</i>	<i>Consultation ends 20-10-13</i>	<i>Preparation, distribution & dissemination of consultation documents</i>	<i>C.Swift</i>
<i>Consideration of outcomes of consultation, and decisions on whether to publish statutory proposals.</i>	<i>Report to Cabinet and Governing Body with recommendation on whether to proceed with the proposals.</i>	<i>Governing Body - 14-11-13 Cabinet - 18-11-13</i>	<i>Preparation of Reports for Cabinet and Governing Body</i>	<i>C.Swift</i>
<i>Representation period on proposals 23-11-13</i>	<i>Consultees and interested parties able to make representations on proposals.</i>	<i>Representation period ends 03-01-14</i>	<i>Preparation, distribution & dissemination of consultation documents, cost of publication of Notice in local press</i>	<i>C.Swift</i>
<i>Determination of Proposals</i>	<i>Cabinet considers representations and determines proposals</i>	<i>16-09-13</i>	<i>Preparation of report for Cabinet</i>	<i>C.Swift</i>
<i>Implementation of Proposals</i>	<i>Additional accommodation provided at the school, additional teaching groups established for Nursery Class and Reception Class.</i>	<i>1st September 2014</i>	<i>Capital resources through approved Capital programme. Revenue funding for Nursery class through the Early Years Single Funding Formula, and for the Reception Class through the Fair Funding Formula.</i>	<i>C.Swift / Governing Body</i>
<i>School Travel Plan</i>	<i>School Travel Plan to encourage children to walk to school and mitigate adverse effect of additional numbers on residents</i>	<i>1st September 2014</i>	<i>Staff time</i>	<i>J.Rainford Headteacher</i>