

Name of proposal/policy	Towcester South Primary School	Budget number (if applicable)	
Service area responsible	Children First, Northamptonshire	Cabinet meeting date	14 07 2020
Name of completing officer	Jackie Desmond	Date EqIA created	02.06.2020
Approved by Director / Assistant Director	Cathi Hadley	Date of approval	17.06.20
Signed off by NCC Equalities Lead	Emma Gadsby	Date of sign off	18.06.20

For sign off by the NCC Equalities Lead, email egadsby@northamptonshire.gov.uk or equalities@northamptonshire.gov.uk

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. To have your EqIA published, please contact equalities@northamptonshire.gov.uk

PART A – REMOVE ALL GUIDANCE IN ITALICS ONCE COMPLETED

1) Description of current provision/policy and main beneficiaries/stakeholders

There are two primary schools in Towcester with circa. 35 primary places available in the town (across all primary year groups) and it is not anticipated that there will be any available Reception places from September 2020. A new Sustainable Urban Extension (SUE) is being built to the south of the town which will contain 2750 houses once complete, with an expected demand for at least 825 primary school places. Additional primary school places are required within Towcester to accommodate children moving into the first phases of housing and to ensure sufficiency of primary school places within the town.

2) Description of proposal under consideration/development

Construction of a new two form entry (420 places) primary school within the housing development known as Towcester South to be ready for phased opening in September 2021. The school is expected to initially open with Reception places only and will grow in a phased manner over several years, until it reaches full capacity.

3) Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)

Data Source (include link where published) – quantitative or qualitative	What does this data tell us?
Pupil projection data compiled by NCC's Business Intelligence and Performance (BIPI) team and numbers on roll at schools currently within Towcester.	Towcester currently has 35 primary school places available in the town. The SUE is expected to contain circa 2750 homes, once complete. The expected pupil from this number of houses is in excess of 825 primary pupils. Therefore additional primary school places are required within Towcester to ensure adequate primary school place provision.
Number of houses expected on the Towcester SUE and occupation numbers to date from Developer (Persimmons)	

4) Please give details about planned consultation or engagement with communities and other stakeholders that are likely to be affected by the policy/decision/service change. Contact the Consultation, Equalities & Accessibility Team (ceat@northamptonshire.gov.uk) for advice or complete the online form with details of your consultation/engagement activity.

If you are not carrying out any consultation or engagement activity, please provide reasons why you think this is not necessary.

The provision of the primary school is part of the legal Section 106 agreement which stipulates the school needs to be ready for opening by the 1st September following occupation of the 400th dwelling on the development.

A general non-statutory consultation is taking place prior to the commencement of the Free School Presumption process. This is to invite any comments which might inform the process for delivering the school. This consultation closes on July 10th 2020.

Once an Academy Sponsor is chosen, they are required to conduct consultation with all relevant stakeholders prior to the Secretary of State entering into a funding agreement with the sponsor to open the school.

Construction of the new school will be subject to a separate consultation, which forms part of the formal planning application process.

5) If consultation or engagement has been carried out in the past, please provide details. If so, what were their views and how have their views influenced the work to date?

n/a

Protected characteristics as set out in the Equality Act 2010

6) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

Sex	Impact and explanation	Neutral Explanation: The school will be co-educational and not select pupils on gender.
	Mitigations/actions	The school will be required to follow the statutory guidance from the School Admissions Code and have an approved admissions policy.
Gender Reassignment	Impact	Neutral Explanation: Places are not allocated at the school on a gender basis
	Mitigations/actions	
Age	Impact	Positive Explanation: This is a primary school and will educate children aged between 4 and 11 years of age. The new primary school will provide parents with greater choice for primary school provision within Towcester.
	Mitigations/actions	
Disability	Impact	Positive Explanation: The new building will adhere to current Disability Discrimination Act (DDA) regulations.
	Mitigations/actions	

Race & Ethnicity	Impact	Neutral Explanation: Admission to the school will be based on the approved admission criteria. The school will not select pupils on either race or ethnicity.
	Mitigations/actions	
Sexual Orientation	Impact	Neutral Explanation: Sexual orientation is not part of the criteria for school admissions.
	Mitigations/actions	
Religion or Belief (or No Belief)	Impact	Unknown Explanation: Sponsor for school is yet to be determined
	Mitigations/actions	Until the Free School Presumption process is complete, it is not known who the sponsor for the school will be and whether the school will have any religious affiliation. Out of the two schools currently in Towcester, one has a religious affiliation allowing parents to choose a school based on their Religion or Belief (or No Belief).
Pregnancy & Maternity	Impact	Neutral Explanation: This proposal is not expected to impact on pregnancy or maternity.
	Mitigations/actions	

Cross-cutting considerations

7) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

<p>Human Rights – relevant articles and local authority context: <i>Article 2 – Right to life</i> <i>Article 3 – Freedom from torture and inhuman or degrading treatment</i> <i>Article 4 – Prohibition of slavery and forced labour</i> <i>Article 5 – Right to liberty and security</i> <i>Article 6 – Right to a fair trial</i> <i>Article 8 – Right to private and family life</i> <i>Article 9 – Freedom of thought, belief and religion</i> <i>Article 10 – Freedom of expression</i> <i>Article 11 – Freedom of assembly and association</i> <i>Article 14 – Protection from discrimination</i> <i>Article 1 of the First Protocol: Protection of property</i> <i>Article 2 of the First Protocol: Right to education</i></p>	Impact	<p>Neutral Explanation:</p>
	Mitigations/actions	
<p>Rural isolation</p>	Impact	<p>Neutral Explanation: The new school will be located in Towcester and is expected to serve local residents.</p>
<p>Socio-economic exclusion</p>	Impact	<p>Neutral Explanation: The school will support all their children irrespective of their socio-economic background.</p>

Health and wellbeing considerations	Impact	Positive Explanation: The sports pitch at the school will be available for public use at times to be determined.
		The school has an obligation, under the terms of the Section 106 agreement, to make the sports pitch at the school available for public use, at times to be determined. These will be outside of school hours. A scheme is to be presented to South Northamptonshire Council, in conjunction with the sponsor and Northamptonshire County Council, and approved before the school can open. The school will be responsible for managing use of the sports pitch.

PART B – if you are undertaking any further work before the decision on this policy or service change is made, please complete Part B and then make a final assessment based on this additional information

REMOVE ALL GUIDANCE IN ITALICS ONCE COMPLETED

1) Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?

Protected characteristics as set out in the Equality Act 2010 – see Part A for explanations and guidance

2) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.		
Sex	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Gender Reassignment	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Age	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:

	Mitigations/actions	
Disability	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Race & Ethnicity	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Sexual Orientation	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Religion or Belief (or No Belief)	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Pregnancy & Maternity	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	

Cross-cutting considerations – see Part A for explanations and guidance

3) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.		
Human Rights (Please see articles in the toolkit for more information)	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Rural isolation	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	

Socio-economic exclusion	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Health and wellbeing considerations	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	

4) Final impact analysis (taking the findings from Part B into account) – including review date if required

The proposal to build a new school within Towcester to ensure sufficiency of primary school places in this area of the county has a positive impact on the protected 'age' and 'disability' characteristics. Being able to attend a school within the town in which a pupil resides represents a clear benefit to the protected 'age' characteristic as it reduces the possible travel times to and from school. The school will be DDA compliant and built to Department for Education Building Bulletin guidelines. Any pupils with identified SEND needs (protected 'disability' characteristic) but that do not require a place at a specific SEND school, will also benefit for the reasons identified above.

All places at the school will be offered in line with the School Admissions Code and the schools own admission criteria. No regard will be given to 'sex', 'gender reassignment', 'race and ethnicity', 'sexual orientation' or 'pregnancy and maternity'. It is envisaged that the proposal will have nothing other than a 'neutral' impact on these protected characteristics. The proposal to build a new school relates to ensuring sufficiency of primary school places in Towcester and is response to the significant housing development taking place in the town.

The effect on 'Religion or Belief (or No Belief)' is unknown as the sponsor for the school has not been identified as yet and therefore it is unknown if the school will have a religious affiliation. However out of the two primary schools currently open in Towcester, one already has a religious affiliation allowing parents to choose a school based on their Religion or Belief (or No Belief).