



North
Northamptonshire
Council

Equality Impact Assessment

1: Background

Requirement	Detail
Title of proposal	Relocation of Wilby CE VA Primary School to the Glenvale Park development (new school building), Wellingborough
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project	Project to relocate an existing primary school to a newly built school
Directorate	Learning, Skills and Education
Service area	School Effectiveness
Lead Officer's name	AnnMarie Dodds
Lead Officer's job title	Director of Children's Services
Officer who completed Equality Screening Assessment	Marsha Brown
Equality Screening Assessment completion date	11 th August 2023
Date Director informed of full assessment requirement	1 st September 2023
Equality Impact Assessment completion date	1 st September 2023

2: Legal Requirements

The Equality Act (2010) places a general duty on all public bodies to have `due regard` to:

Eliminate discrimination, harassment and victimisation.

Foster good relations.

Advance the opportunity of equality.

Equality Impact Assessments help us evidence that we have met the requirements of the General Equality Duty. As a local authority we also have a specific duty to publish information about people who are affected by our policies and practices. All Equality Impact Assessments will be published with the Equality Screening Assessment (ESA) on the [North Northamptonshire Council website](#).

3: Proposal Details

Description of the proposal:

The Glenvale Park site is located in Wellingborough, to the north of the town. Once complete there will be circa 3,000 homes. As part of the infrastructure and Section 106 (S106) proposals for the Sustainable Urban Extension (SUE), a 2-form entry primary school was proposed to meet increased demand and serve the local community. The school building construction completion date is August 2023.

In January 2023, as part of the annual strategic Pupil Place Planning exercise, it became clear that due to demographic changes, there would be insufficient demand to support the new school opening until September 2025. To address this issue, the relocation of an existing primary school opportunity to the Glenvale Park site was developed and publicised to local primary schools. These local schools were invited to express their interest in relocating to the new school on the Glenvale Park site. This relocation opportunity would avoid the newly built school being left empty or repurposed by the

developers to meet an existing need with consideration to the rules of S106.

Following North Northamptonshire Council receiving two completed expressions of interest applications to relocate. A panel was convened to conduct a robust interview process with the schools who had completed an expression of interest. The panel was made up of voting and non-voting members. Voting panel members made the final decision and recommended that Wilby CE VA Primary relocates to the Glenvale Park site.

What are the key objectives of this proposal?

- To support children and young people and their families to access high quality sustainable education facilities that enable the achievement of the best outcomes.
- To progress the relocation of the school in accordance with legislative requirements and Department for Education (DfE) statutory guidance.
- To ensure the delivery of sufficient suitable school places that meet the needs of the community now and in the future.
- To make effective and efficient use of the education estate to meet the needs of all pupils.

Advantages of relocating an existing school:

- There is no need to create additional capacity.
- The relocated school will not impact on other schools.
- Relocating an existing school can be delivered relatively quickly.
- If approved by the North Northamptonshire Executive Council, it will be ready to open by September 2024.
- The school will bring with it all year groups, rather than filling from Reception upwards as would happen for a new school which means more capacity from day one.
- Children from an existing school site will be able to utilise a brand-new building with capacity to expand.
- The vacated site can be reutilised for other educational purposes for example for SEND educational purposes.
- A new and purpose-built facility supports improved outcomes for all members of the school community.
- It enables the Local Authority (LA) to fulfil its statutory duties to provide sufficiency of places.
- The Department for Education (DfE) support this approach.
- The new school is fully accessible to pupils and staff.

- Opportunity for the two communities to work together in community activities.

The school which is affected by this proposal is Wilby CE VA Primary School.

Who will benefit from this proposal?

The pupils of Wilby CE VA Primary School will have the opportunity to learn and flourish in a fit for purpose new school building that has adequate external spaces and adequate dedicated intervention group spaces. A purpose-built new school will provide the opportunity for staff to teach in a fit for purpose building with excellent space for breakout areas for intervention groups, adequate external play areas and classrooms with upgraded IT infrastructure. These are a few examples of how this proposal will directly positively impact the staff of Wilby CE VA Primary School.

What were the findings of the initial Equality Screening Assessment?

- Having followed the DfE Guidance 'Making a Significant Change to an Academy or Maintained School' the local authority has demonstrated due diligence in the expression of interest process. The relocation of Wilby CE VA Primary School could potentially have a negative impact on some families who may have to travel further to Glenvale Park.
- The Council is clear that this proposal is not intended to financially disadvantage families. If the recommendation to relocate Wilby CE VA Primary School is approved by the North Northamptonshire Council Executive, this aspect will be carefully considered in order to minimise any related cost as much as possible. Once the consultation has ended, the responses will give us a better understanding of the impact.
- Equally, the ESA identified that this is a good opportunity to start afresh by ensuring that policies and processes are updated to reflect the newly joined communities, should this be approved. This would further support individuals within the following groups: Age, Disability, Health and Wellbeing in the communities that they serve.

4: Data Evidence

What information or data, additional to that found in the ESA, have you obtained?

The North Northamptonshire Council Executive approved the proposal to seek expressions of interest from existing local schools to relocate to the Glenvale Park site on the 8th June 2023.

To support the potential impact of this proposal, the Local Authority are launching a public consultation proposing that the Wilby CE VA Primary relocates to the Glenvale Park site. The public consultation invites the views of the local community and will run from the 5th September through to midnight on the 5th October 2023.

Once the consultation has ended the responses will help to inform an assessment of the impact of the proposal on protected groups.

In its decision-making process, the North Northamptonshire Council Executive will seek to mitigate risks and formulate actions that will support all protected groups throughout the relocation of the school community to the Glenvale Park site.

5: Equality Impact

Using the evidence gathered above, describe the potential negative impact this proposal may have on individuals or groups because of their characteristics in the table below. Ensure you consider different groups within each of the protected groups.

Characteristic	Potential negative impact
Age	None
Disability	Further distance to travel to school
Sex	None
Marriage or Civil Partnership	None
Pregnancy or Maternity	None
Race	None
Religion or Belief	None
Gender Reassignment	None

Characteristic	Potential negative impact
Sexual Orientation	None
Health and Wellbeing	Further distance to travel to school

6: Consultation

Who has been consulted with as part of this Equality Impact Assessment?

N/A

Are further consultations planned? (Give dates, explain reason why this group is to be consulted).

Yes. A public consultation on the recommendation to relocate Wilby CE VA Primary School to the new school building at the Glenvale Park site commences on Tuesday 5th September and will run for four weeks.

7: Assessing the Impact

The negative impact identified in the ESA will affect potentially some families who live in Wilby, including families with SEND. The negative impact will be mitigated as far as possible if the North Northamptonshire Council Executive approve the recommendation for Wilby CE VA Primary School to relocate.

8: Monitoring and Evaluation

What monitoring systems are in place to measure and monitor the impact that the proposals have on protected groups?

Local Authority Council Officers will work closely with the Governing Body and Headteacher of Wilby CE VA Primary School to understand the impact of the relocation on the protected groups. Opportunities to mitigate any identified negative impacts will also be identified and carefully considered as part of this process.


9: Decision Making Summary

Findings should be summarised here. Highlight how the proposal contributes towards the General Equality Duty. Include changes you have made as part of this process.

The North Northamptonshire Council Executive will make a decision in November 2023 regarding the recommendation to relocate Wilby CE VA Primary School.

The Council will look to mitigate the negative impact on having to travel further for some families. The potential impact on the protected groups that is identified will be mitigated through these actions the effectiveness of the actions will be assessed and monitored throughout the year.

10: Authorisation

	Signature	Date
Approved by Equalities Team		5.09.2023
Authorised by Department Director		

A signed copy should be retained by the owner for audit purposes.

A completed copy should be attached to the relevant report/policy/proposal.

An electronic copy must be emailed to [NNC Equalities](#) to be logged and published.

10: Equality Impact Assessment Action Plan

Negative impact	Action to eliminate or reduce negative impact.	Officer responsible	Action target date	Review outcome (has the action had the intended outcome)
Further distance to travel to school for some children and their families.	Review of the consultation responses once it closes, with a view to review options for support with transport for impacted families who potentially have to travel further.	Marsha Brown	Jan 2024	To ensure that no pupil, group or family is negatively impacted as a result of the proposal.
	Review of the admissions criteria to ensure that no pupil is disadvantaged by the proposal.	Marsha Brown	Jan 2024	To ensure that no pupil, group or family is negatively impacted by the proposal.