

## Equality Impact Assessment

<b>Name or Brief Description of Proposal</b>	Proposal to create five all through primary schools from existing infant and junior schools.
<b>Brief Service Profile</b>	Children's Services: Responsible for ensuring that sufficient education is available to meet the needs of the population in the area.
<b>Summary of Impact and Issues</b>	The proposals are to create five primary schools from five pairings of existing linked, infant & junior schools. This transition involves one of the schools discontinuing and the other expanding its age range. The substantial changes would be that the governing body of the closing school would be disbanded and the expanding school will change its name to a primary.
<b>Potential Positive Impacts</b>	<p><b>All through primary schools.</b></p> <ul style="list-style-type: none"> <li>• Are in a stronger position to plan for continuity and progression through the key stages of learning, Early Years, Key Stage 1 and 2.</li> <li>• Provide longer timescale for schools to work closely with families, year R to year 6, seven years to progress successfully children's education progress.</li> <li>• Provide opportunities for pupils to work and play together over a longer period of time and develop greater understanding of diverse strengths, skills and personalities, which help them in later life.</li> <li>• Offer consistent approaches to inclusion, absences etc.</li> <li>• Increased opportunities for social development with older pupils having some appropriate pastoral responsibilities for younger children</li> <li>• Provide staff with greater opportunities to gain a broader and deeper understanding of the learning continuum for children from 4 to 11 years.</li> <li>• Build capacity in issues of staffing and can better plan for succession.</li> <li>• A single, larger budget offers the opportunity to deliver quality more efficiently, through greater economies of scale.</li> <li>• Reduced spend on leadership and governance arrangements.</li> <li>• Increases spend on front line teacher, as a percentage of the whole school budget.</li> <li>• There is a direct benefit to parents in the admission process. Parents have to apply to secure a place in an infant school, at year R and a junior school, at year 3. Only one application is required for primary school – for admission to year R.</li> </ul>

<b>Responsible Service Manager</b>	James Howells School Organisation and Strategy Manager
<b>Date</b>	22/05/2013

<b>Approved by Senior Manager</b>	Graham Talbot Head of Education
<b>Signature</b>	
<b>Date</b>	

## Potential Negative Impacts

Impact Assessment	Details of Impact	Possible Solutions
Age	N/A	
Disability	N/A	
Gender Reassignment	N/A	
Marriage and Civil Partnership	N/A	
Pregnancy and Maternity	N/A	
Race	N/A	
Religion or Belief	N/A	
Sex	N/A	
Sexual Orientation	N/A	
Community Safety	N/A	
Poverty	N/A	
Other Significant Impacts	The governing body of the closing school will be disbanded.	LA would encourage the remaining governing body to incorporate members of the closing schools governing body into the governing body of the primary school.