

Equality Impact Assessment Chart: Proposed closure of Pells Church of England Primary School with effect from 31 August 2017

This summary chart shows the risks that have been identified through the EQIA and the mitigation in place to manage these risks.

Protected Characteristics Potential negative impact	Potential legal challenge and reputational damage to Council	Mitigation	Accepted Risks
<p>Age Reception class – Year 4 pupils currently at the school plus reception pupils on roll due to start September 2016 will be disproportionately affected by this proposal,</p> <p>The Local Authority believes there will be sufficient places available in other schools in Lewes in 2017/18 for children from Pells CE Primary School were it to close, although a small shortfall of places is expected in Years 3 and 4.</p>	<p>Closing the school is likely to be unpopular with parent/carers, staff, pupils and the local community.</p>	<p>All Local Authorities have a statutory duty to offer all children aged 5 to 16 full-time education.</p> <p>Pupils across the different age ranges will be offered alternative Primary School provision and transition support. If at any point in the future shortfalls were to appear imminent this would be addressed through working with the other schools in the town. The Lewes Co-operative Trust has already indicated a willingness for schools to exceed PAN if necessary to ensure every child has a place.</p>	<p>Some schools may have to exceed PAN for a short period of time (a few years).</p>
<p>Disability Data indicates that children with SEND are significantly over represented at the Pells. There may be a short term negative impact caused by disruption to children who move schools.</p>	<p>Placement changes can be much more difficult for SEND pupils and is likely to be very unpopular with parents/carers, staff, pupils and the community.</p>	<p>Should the proposal be implemented the Local Authority would work with pupils, their parents and the relevant schools to make appropriate transition arrangements for pupils. Relevant families would be consulted about any specific potential impacts on individuals; for instance, because of loss of support networks or the need to replicate reasonable adjustments made to accommodate disabled children, and we would ensure that appropriate individual arrangements are made where this is necessary to avoid potential adverse impacts.</p> <p>The proposed closure will have a positive impact on the educational outcomes of all children including those pupils with SEN and in the Ever6FSM cohort. Children who start at a similar level in other schools make better progress.</p>	<p>Some short term disruption to a small number of pupils with SEN.</p>

Protected Characteristics Potential negative impact	Potential legal challenge and reputational damage to Council	Mitigation	Accepted Risks
<p>Religion, belief The Diocese will lose a church school from the town and this could reduce choices for parents if they cannot gain a place at one of the other church schools.</p>	<p>Closing the school is likely to be unpopular with parent/carers, staff, pupils and the local community.</p>	<p>There are other schools in the local area with a Christian character that parents can apply for a place to. These schools currently have places available.</p> <p>It might be possible to use capital receipts from the Pells CE Primary School land to improve provision at another church school in Lewes.</p>	<p>Further exploration would be required with the Diocese about the determination of any capital receipts from the Pells CE Primary School land. At this point there is no guarantee that this can happen.</p>
<p>Other: Socio Economic The school has a significantly higher % of pupils eligible for free school meals and pupil premium grant. Only 17 of the pupils currently at the school are not in the Ever6FSM or SEN cohort.</p> <p>There may be a short term negative impact caused by disruption to children who move schools. Relocating to another school may incur additional transport costs and change of uniform costs.</p>	<p>Closing the school is likely to be unpopular with parent/carers, staff, pupils and the local community.</p>	<p>Should the proposal be implemented the Local Authority would work with pupils, their parents and the relevant schools to make appropriate transition arrangements for pupils. Relevant families would be consulted about any specific potential impacts on individuals; and we would ensure that appropriate individual arrangements are made where this is necessary to avoid potential adverse impacts.</p> <p>Free transport would be provided to eligible children.</p> <p>There is no uniform grant from the Local Authority however many schools make special arrangements for pupils entitled to Free School Meals.</p> <p>The proposed closure will have a positive impact on the educational outcomes of all children including those pupils with SEN and in the Ever6FSM cohort. Children who start at a similar level in other schools make better progress.</p>	<p>Some costs associated with new uniform and increased travel may be incurred by parents.</p> <p>Some short term disruption to a number of pupils from low socio-economic backgrounds.</p>