Appendix 6

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2023)

Proposals for revised School Organisation Arrangements requested by three Federated Governing Boards of Primary Schools

If you would like this information in another language or format such as Braille, large print or audio, please contact the Communications Unit on 01609 53 2013 or email communications@northyorks.gov.uk.

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	CYPS, Strategic Planning
Lead Officer and contact details	Jon Holden, Strategic Planning Manager, Jon.Holden@northyorks.gov.uk
Names and roles of other people involved in carrying out the EIA	Mark Ashton, Strategic Planning Officer
How will you pay due regard? e.g. working group, individual officer	LA Officers and Federated Governing Boards
When did the due regard process start?	An initial EIA Screening Form was completed on 29th August 2024 - for a briefing paper to the CYPS Leadership Team on school organisation regulations

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

The proposals are:

BAWB (Bainbridge, Askrigg and West Burton) Federation

- That the age range of Bainbridge Church of England Primary should be changed from 3-11 to 3-7 such that it should become Bainbridge Church of England Infant and Nursery School
- That the age range of Askrigg Voluntary Controlled Primary School should be changed from 4-11 to 7-11, such that it should become Askrigg Voluntary Controlled Junior School
- That West Burton Church of England (Voluntary Controlled) Primary School should be closed; and
- That the two remaining schools should have a shared catchment area that comprises an amalgamation of the current catchment areas of the three schools.
- The PAN will be 15 at each school, to reflect the pupil forecast.

Reeth and Gunnerside Schools Federation:

- That the age range of Reeth Community Primary School is changed from 3-11 to 3-7, such that the school becomes Reeth Community Infant School
- That the age range Gunnerside Methodist (Voluntary Controlled) Primary School is changed from 4-11 to 7-11, such that the school becomes Gunnerside Methodist (Voluntary Controlled) Junior School
- That the schools would have a shared catchment area, comprising an amalgamation of the existing schools' current catchment areas
- The Local Authority approves through its discretion a 'nearest gate in the federation' policy for home school transport, which would be conditional upon the federation continuing to provide support with inter-school transport where that is required.
- The PAN will be 15 at each school, to reflect the combined pupil forecast

The Federation of Middleham (VA) & Spennithorne (VC) CE Primary Schools:

- That the age range of Spennithorne Church of England (Voluntary Controlled) Primary School be changed from 4-11 to 4-7 such that the school becomes Spennithorne Church of England Infant School
- That the age range of Middleham Church of England (Voluntary Aided) Primary School be changed from 4-11 to 7-11 such that the school becomes Middleham Church of England (Voluntary Aided) Junior School
- That the schools would have a shared catchment area, comprising an amalgamation of the existing schools' current catchment areas
- The PAN will be increased to 20 places at each school
- That the status of Spennithorne Church of England School is changed from Voluntary Controlled to Voluntary Aided

The Synergy Federation:

- That Aiskew Leeming Bar Church of England (Voluntary Controlled) Primary School and Leeming and Londonderry Community Primary School amalgamate with effect from 13 April 2026
- That this would be achieved through the technical closure of Leeming and Londonderry Community Primary School and the expansion of Aiskew Leeming Bar Church of

England (Voluntary Controlled) Primary School onto an additional site (the Leeming and Londonderry school site)

- That the schools would have a shared catchment area, comprising an amalgamation of the existing schools' current catchment areas
- The PAN for the school will be 15

Home to school travel discretionary arrangements

- That the Council provides discretionary travel for children, already assessed as eligible for travel *and* on roll at schools on 1 September 2026, within the BAWB (Bainbridge, Askrigg and West Burton) Federation, Reeth and Gunnerside Schools Federation and The Federation of Middleham (VA) & Spennithorne (VC) CE schools for the duration of their education at the schools within the federation, subject to there being no change in their circumstances.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way.)

Over the last few years, a number of small schools and federations have successfully secured their financial viability through the establishment of class and key stage structures and other local organisational arrangements such that children in year group or key stages from across their federations were educated at single sites irrespective of the schools at which individual pupils were registered. This has been beneficial to school leaders and governors as it has allowed their efficient use of teaching resources in curriculum delivery, but, in some instances, has required that schools transport some pupils between sites within the school day and has thus had an impact upon curriculum delivery time. A number of federated schools have maintained these bespoke teaching arrangements over several years and they have locally arranged transport to 'move' children from school to school each day.

However, conversations have commenced with some schools undertaking this way of working about the temporary nature of the school organisation element of their arrangements and the requirement for formal longer-term solutions. Officers have supported the federated governing boards through the identification of a number of organisational models, each with different financial implications and which require to be considered in detail by the governing boards prior to the formal development of proposals that are compliant with legislation on the registration of pupils. These options include, but are not limited to, reverting to the provision of teaching at all school sites, to amalgamating as a single school and to utilising a single site.

Section 3. What will change? What will be different for customers and/or staff?

It is proposed that pupils will be taught in the school at which they are registered. Federations between schools will continue but parents with children attending an infant school will have to apply for a place in the junior school; schools' separate catchment areas will be merged to create a single combined catchment area and PANs (Planned Admission Numbers) will increase. It is also proposed that West Burton CE Primary School will close.

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

A six-week consultation period will run from September to November 2025. Consultation documents will be distributed to a wide range of stakeholders, and public meetings will be held. The consultation documents and responses to the consultation will be included in the subsequent report to the Council's Executive Committee in December 2025 seeking permission to publish Statutory Notices in January 2026, for a further 4-week period of consultation.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

The implications for capital and revenue are set out in the report to Executive Members.

Capital Position

No capital works are needed for these proposals.

Revenue Position

School budgets are funded largely by pupil numbers so the proposals would not lead to an increase in revenue funding.

Federated Governing Boards can combine their school funds. Since the Federations would continue, combined revenue funding would continue under the proposals.

If an amalgamation is proposed, one school's lump sum would cease. If re-organising into infant and junior schools is proposed by a Federated Governing Board, both lump sums are retained. With regard to the proposed closure of West Burton Primary School, any savings to the Dedicated Schools Grant arising from the closure would remain within the ring-fenced Dedicated Schools Grant as part of the funding for all schools.

Based on the proposal taking effect on the start of April 2026 and other things being equal, the Governing Boards of the Federations have established the most secure position, based on best estimates of revenue for each financial year beyond 2026/27.

Home to school travel assistance would be provided for entitled pupils in accordance with the Council's home to school transport policy. Costs will depend on the individual choices of schools by parents and may also depend on the circumstances of individual pupils.

BAWB (Bainbridge, Askrigg and West Burton) Federation:

Section 6. How will this proposal affect people with	**No impact**	**Make things better**	**Make things worse**	**Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.**

protected characteristics?				
Age		X	X	Current arrangements of combining pupils of similar age on one site, irrespective of the school in which they are registered, helps limit mixed year groups. The proposals will help minimize mixed year groups and in some cases will increase the pupils' access to children of the same age group. If the decision is taken to close West Burton School this adversely affects those seeking provision at the school; however, teaching at the school has been suspended since September 2024.
Disability	X			The schools are mainstream, offering universal provision and will offer appropriate educational provision for all learners for whom a mainstream placement is considered appropriate. They will promote inclusive opportunities and early intervention, as well as high quality teaching and learning. Expertise will be utilised from the Council to provide appropriate SEN support. NYC will continue to meet the requirements of the Equality Act 2010 which obligates us to make reasonable adjustments to accommodate disabled individuals. In accordance with equalities legislation, school buildings are generally accessible for pupils, and, in addition, the School Admissions Code makes it unlawful to discriminate against or disadvantage disabled children or those with special educational needs.
Sex	x			No impact is anticipated.
Race	x			No impact is anticipated.
Gender reassignment	x			No impact is anticipated.
Sexual orientation	x			No impact is anticipated.
Religion or belief			x	If the decision is taken to close West Burton CE Primary School, this will adversely impact upon

				those pupils who wish to be educated in a Church of England School. Parents can apply to another CE school and the Council will do its best to comply with their preference through the co-ordinated preference exercise.
Pregnancy or maternity	x			No impact is anticipated.
Marriage or civil partnership	x			No impact is anticipated.

Reeth and Gunnerside Schools Federation:

Section 6. How will this proposal affect people with protected characteristics?	**No impact**	**Make things better**	**Make things worse**	**Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.**
Age	X			Current arrangements of combining pupils of similar age on one site, irrespective of the school in which they are registered, helps limit mixed year groups. The proposals will help minimise mixed year groups and in some cases will increase pupils' access to children of the same age group.
Disability	X			The schools are mainstream, offering universal provision and will offer appropriate educational provision for all learners for whom a mainstream placement is considered appropriate. They will promote inclusive opportunities and early intervention, as well as high quality teaching and learning. Expertise will be utilised from the Council to provide appropriate SEN support. NYC will continue to meet the requirements of the Equality Act 2010 which obligates us to make reasonable adjustments to accommodate disabled individuals. In accordance with equalities legislation, school buildings are generally accessible for pupils, and, in addition, the School Admissions Code makes it unlawful to discriminate against or disadvantage disabled children or those with special educational needs.
Sex	x			No impact is anticipated.

Race	x			No impact is anticipated.
Gender reassignment	x			No impact is anticipated.
Sexual orientation	x			No impact is anticipated.
Religion or belief	x			No impact is anticipated. Schools with a religious designation will retain their designation and continue to work with their relevant diocese.
Pregnancy or maternity	x			No impact is anticipated.
Marriage or civil partnership	x			No impact is anticipated.

The Federation of Middleham (VA) & Spennithorne (VC) CE Primary Schools

Section 6. How will this proposal affect people with protected characteristics?	**No impact**	**Make things better**	**Make things worse**	**Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.**
Age	X			Current arrangements of combining pupils of similar age on one site, irrespective of the school in which they are registered, helps limit mixed year groups. The proposals will help minimise mixed year groups and in some cases will increase pupils' access to children of the same age group.
Disability	X			The schools are mainstream, offering universal provision and will offer appropriate educational provision for all learners for whom a mainstream placement is considered appropriate. They will promote inclusive opportunities and early intervention, as well as high quality teaching and learning. Expertise will be utilised from the Council to provide appropriate SEN support.

				NYC will continue to meet the requirements of the Equality Act 2010 which obligates us to make reasonable adjustments to accommodate disabled individuals. In accordance with equalities legislation, school buildings are generally accessible for pupils, and, in addition, the School Admissions Code makes it unlawful to discriminate against or disadvantage disabled children or those with special educational needs.
Sex	x			No impact is anticipated.
Race	x			No impact is anticipated.
Gender reassignment	x			No impact is anticipated.
Sexual orientation	x			No impact is anticipated.
Religion or belief	x			No impact is anticipated. Schools with a religious designation will retain their designation and continue to work with their relevant diocese.
Pregnancy or maternity	x			No impact is anticipated.
Marriage or civil partnership	x			No impact is anticipated.

Section 7

BAWB (Bainbridge, Askrigg and West Burton) Federation:

Section 7. How will this proposal affect people who…	**No impact**	**Make things better**	**Make things worse**	**Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.**
..live in a rural area?			x	The schools within this proposal are classified by the DfE as serving rural villages in a sparse setting and rural hamlets and isolated dwellings in a sparse setting. This does not mean rural schools should not change. It means that the case should be strong, and the proposals must be clearly in the best interests of educational

				provision in the area. Careful consideration has been had to alternatives, transport implications and the impact on local people and the wider community. It is concluded that the case for the proposals is strong, in making the provision legally compliant, and in the best interests of educational provision in the areas. The proposed closure of West Burton School would have an adverse impact for those living within its catchment that attend the school as they would have to travel to alternative schools. However, teaching at West Burton School has been temporarily suspended since September 2024. If the decision is made to proceed with the statutory notices and proposed closure, Council Officers will work with parents and families to identify places for their children at alternative schools.
…have a low income?			x	There may be adverse impact on those families with low incomes if they have to travel to a different school. However, this would be mitigated by the Council for those children from low-income families who are eligible for transport assistance, in line with the Council's Home to School Transport Policy
…are carers (unpaid family or friend)?	x			No impact is anticipated.
….. are from the Armed Forces Community	x			No impact is anticipated.

Reeth and Gunnerside Schools Federation:

Section 7. How will this proposal affect people who…	**No impact**	**Make things better**	**Make things worse**	**Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.**
..live in a rural area?	x			The schools within this proposal are classified by the DfE as serving rural villages in a sparse setting and rural hamlets and isolated dwellings in a sparse setting. This does not mean rural schools should not change. It means that the case should be strong, and the proposals must

				be clearly in the best interests of educational provision in the area. Careful consideration has been had to alternatives, transport implications and the impact on local people and the wider community. It is concluded that the case for the proposals is strong, in making the provision legally compliant, and in the best interests of educational provision in the areas.
…have a low income?			x	There may be adverse impact on those families with low incomes if they have to travel to a different school. However, this would be mitigated by the Council for those children from low-income families who are eligible for transport assistance, in line with the Council's Home to School Transport Policy
…are carers (unpaid family or friend)?	x			No impact is anticipated.
….. are from the Armed Forces Community	x			No impact is anticipated.

The Federation of Middleham (VA) & Spennithorne (VC) CE Primary Schools

Section 7. How will this proposal affect people who…	**No impact**	**Make things better**	**Make things worse**	**Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.**
..live in a rural area?	x			The schools within this proposal are classified by the DfE as serving rural villages in a sparse setting and rural hamlets and isolated dwellings in a sparse setting. This does not mean rural schools should not change. It means that the case should be strong, and the proposals must be clearly in the best interests of educational provision in the area. Careful consideration has been had to alternatives, transport implications and the impact on local people and the wider community. It is concluded that the case for the proposals is strong, in making the provision legally compliant, and in the best interests of educational provision in the areas.
…have a low income?			x	There may be adverse impact on those families with low incomes if they must travel to a different school. However, this would be mitigated by the Council for those children from low-income families who are eligible for transport assistance,

				in line with the Council's Home to School Transport Policy
…are carers (unpaid family or friend)?	x			No impact is anticipated.
….. are from the Armed Forces Community	x			No impact is anticipated.

The Synergy Federation

Section 7. How will this proposal affect people who…	**No impact**	**Make things better**	**Make things worse**	**Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.**
..live in a rural area?	x			The schools within this proposal are classified by the DfE as serving a rural village. This does not mean rural schools should not change. It means that the case should be strong, and the proposals must be clearly in the best interests of educational provision in the area. Careful consideration has been had to alternatives, transport implications and the impact on local people and the wider community. It is concluded that the case for the proposals is strong, in making the provision legally compliant, and in the best interests of educational provision in the areas.
…have a low income?			x	There may be adverse impact on those families with low incomes if they must travel to a different school. However, this would be mitigated by the Council for those children from low-income families who are eligible for transport assistance, in line with the Council's Home to School Transport Policy. Another mitigating factor is that the Leeming Federation offers free places to FSM eligible children at the wraparound care on Aiskew's site. In attending these sessions, any child who needs taking from or to the Leeming site would get a free lift in the school's minibus, therefore negating the need for additional expense. Additionally, the two school sites are only 0.4 miles apart, and so walkable.
…are carers (unpaid family or friend)?	x			No impact is anticipated.

….. are from the Armed Forces Community	x			No impact is anticipated.

Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)	
North Yorkshire wide	
Craven	
Hambleton	x
Harrogate	
Richmondshire	x
Ryedale	
Scarborough	
Selby	
If you have ticked one or more areas, will specific town(s)/village(s) be particularly impacted? If so, please specify below.	
BAWB (Bainbridge, Askrigg and West Burton) Federation: West Burton, Askrigg, Bainbridge Reeth and Gunnerside Schools Federation: Reeth, Gunnerside The Federation of Middleham (VA) & Spennithorne (VC) CE Primary Schools: Middleham and Spennithorne Synergy Federation: Aiskew, Leeming Bar and Londonderry	

Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) **State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.**

All pupils and staff at the schools would experience changes under these proposals that staff and governors would need to manage sensitively.

Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (**Remember:** we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	**Tick option chosen**

1.	**No adverse impact - no major change needed to the proposal.** There is no potential for discrimination or adverse impact identified.	
2.	**Adverse impact - adjust the proposal -** The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
3.	**Adverse impact - continue the proposal -** The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	**x**
4.	**Actual or potential unlawful discrimination - stop and remove the proposal –** The EIA identifies actual or potential unlawful discrimination. It must be stopped.	

Explanation of why option has been chosen. (Include any advice given by Legal Services.)

The Council's Officers, guided by legal opinion and DfE advice, feel that the proposals to establish school organisational structures which are legally compliant are necessary and in the best interests of children and families served by the proposals. On the basis of the proposals, pupils will be taught in the schools in which they are registered.

The Local Authority's admission team will continue to work with families to try to meet their individual preferences for primary schools.

Home to school transport will be assessed in line with the Council's policy.

West Burton CE VC Primary and Leeming and Londonderry Community Primary School are designated as rural schools under the Designation of Rural Primary Schools (England) Order. The School Organisation regulations and guidance contain a presumption against closure of rural schools, and it is a requirement that proposers must consider the effect of the discontinuance of any rural primary school on the local community. The statutory guidance specifically states that 'This does not mean that a rural school will never close, but the case for closure should be strong and a proposal must be clearly in the best interests of educational provision in the area.' Careful consideration to alternatives to closure of the school, including transport implications and the impact on local people and the wider community will be considered in the Statutory Proposals (if published) and the accompanying report to the Executive.

Section 11. If the proposal is to be implemented, how will you find out how it is really affecting people? (How will you monitor and review the changes?)

Monitoring will be carried out through children and young people's services and through Ofsted inspections.

Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.

Action	Lead	By when	Progress	Monitoring arrangements

Not Applicable				

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The purpose of the consultation on these proposals and proposed decision is to ensure that children are educated in the school in which they are registered, that education is provided in the area in a sustainable manner and to establish school organisational structures which are legally compliant. Whilst it is recognised that there may be some adverse impact upon those with protected characteristics of age and religion/belief, there are more positive impacts that will result if these proposals are implemented. As these proposals develop any adverse impacts will be carefully monitored, and all reasonable mitigations will be taken.

Section 14. Sign off section

This full EIA was completed by:

Name: Mark Ashton
Job title: Strategic Planning Officer
Directorate: CYPS
Signature: Mark Ashton

Completion date: 21 August 2025

Authorised by relevant Assistant Director (signature): Amanda Fielding

Date: 23 August 2025