

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

(Form updated April 2019)

Proposal to close Baldersby St James CoE Primary School

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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 Team
Lead Officer and contact details	Andrew Dixon, County Hall
Names and roles of other people involved in carrying out the EIA	Sue Turley, Strategic Planning Officer
How will you pay due regard? e.g. working group, individual officer	LA Officers
When did the due regard process start?	Listening Period commenced on the 10 September 2021

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?)

A proposal to close (cease to maintain) Baldersby St James CE Primary School by Hope Sentamu Learning Trust. A 'Listening Period' with the community commenced on the 10 September 2021 and is due to finish on the 22 October 2021.

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.)

There is a current proposal that the School should close on 31 August 2022. The process has now reached the public 'Listening Period'. The listening period is an opportunity for stakeholders and interested parties to be provided with information as to why the school is closing and how it is proposed the school closure will operate. Likewise, it is an opportunity for stakeholders and interested parties to submit their views on how the school closure process can be best managed.

As Baldersby St James CE Primary School is designated as a Rural Academy School, the LA is required to provide our view on the proposal. This is the first proposed closure of an academy in North Yorkshire. The LA considers that an EIA is necessary in order to consider the expected impact of the proposed change on all individuals with protected characteristics under the Equality Act 2010.

The County Council is under a statutory duty to ensure there are sufficient school places in the area, promote high educational standards, ensure fair access to educational opportunity and promote fulfilment of every child's educational potential.

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

It is proposed that Baldersby St James CE Primary School should close with effect from 31 August 2022.

North Yorkshire County Council's Executive is being asked to propose that revised catchment area arrangements would be consulted on such that from September 2022:

- The northern part of the Baldersby St James catchment area (Baldersby Civil Parish) including Baldersby village should become part of the catchment area for Carlton Miniott Primary Academy
- The southern part of the Baldersby St James catchment area (Rainton with Newby Civil Parish) including Rainton village should become part of the catchment area for both Dishforth CE Primary School and Topcliffe CE Academy.

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?)

The process has now reached the public 'Listening Period'.

As Baldersby St James CE Primary School is designated as a Rural School, the LA is required to provide our view on the proposal.

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

Please explain briefly why this will be the result.

If the school closed, there could be a potential additional cost to the Local Authority in providing transport to other schools. Free home to school transport would be provided for entitled pupils in accordance with the revised catchment area arrangements in accordance with the County Council's Home to School transport policy.

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	x	As at 20 Sept 2021, there are only 22 pupils on roll, with one pupil in Year 6 who will leave in 2022 to transition to secondary provision. Moving to an alternative school will increase the opportunities for pupils to learn and play with children their own age.
Disability	x			Pupils – The school is mainstream offering universal provision. Expertise will be utilised from the County Council to provide appropriate SEN support.
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 the School, this may adversely impact upon some pupils who wish to be educated in a Church of England School. North Yorkshire County Council's Executive is being asked to propose that, should

				<p>Baldersby St James CE Primary School close, that:</p> <ul style="list-style-type: none"> • The northern part of the Baldersby St James catchment area (Baldersby Civil Parish) including Baldersby village should become part of the catchment area for Carlton Miniott Primary Academy (a non-denominational academy). • The southern part of the Baldersby St James catchment area (Rainton with Newby Civil Parish) including Rainton village should become part of the catchment area for both Dishforth CE Primary School and Topcliffe CE Academy.
Pregnancy or maternity	x			No impact is anticipated.
Marriage or civil partnership	x			No impact is anticipated.

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			<p>This proposal would have an adverse impact for those living within its catchment that attend the school as they would have to travel to alternative schools.</p> <p>It should be noted though, that 11 of the 22 pupils on roll at the school on 20 Sept 2021 were already travelling to the school from outside the catchment area.</p> <p>Free home to school transport would be provided for entitled pupils within the enlarged catchment areas in accordance with the County Council's Home to School Transport policy. The County Council's Home to School transport policy sets out that free school transport will be provided to the catchment school or nearest school to a child's home address if it is over the statutory walking distances set out by law.</p>
...have a low income?	x			<p>There may be adverse impact on those families with low incomes by the proposed closure of the school. However, this would be mitigated by the LA provided transport assistance, in line with the Transport Policy.</p>

...are carers (unpaid family or friend)?	x			No impact anticipated
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Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)	
North Yorkshire wide	
Craven district	
Hambleton district	
Harrogate district	x
Richmondshire district	
Ryedale district	
Scarborough district	
Selby district	
If you have ticked one or more districts, will specific town(s)/village(s) be particularly impacted? If so, please specify below.	
Baldersby St James, Baldersby and Rainton Villages	

<p>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.</p> <p>All pupils at the school would experience changes under these proposals that staff, governors and Academy Trust would need to manage sensitively.</p> <p>The Local Authority’s Admission Team will continue to work with families to try to meet their individual preferences for primary schools.</p> <p>Home to school transport will be assessed in line with the County Council’s policy.</p>

<p>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)</p>	Tick option chosen
<p>1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.</p>	

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.	X
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
<p>Explanation of why option has been chosen. (Include any advice given by Legal Services.)</p> <p>Baldersby St James CE Primary School is designated as a rural school under the Designation of Rural Primary Schools (England) Order. Making significant changes to an open academy and closure by mutual agreement' Making significant changes to an open academy and closure by mutual agreement (publishing.service.gov.uk) (the Guidance) contain a presumption against closure of rural schools. This means that both the department and the LA need to agree the closure of a rural academy, and where the school is designated as having a religious character the trustees of the school and appropriate religious authority (in the case of church schools the diocese or relevant diocesan board) also need to agree to closure. 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.'</p> <p>Careful consideration to alternatives to closure of the school, including transport implications, increase in the use of motor vehicles which is likely to result from the closure of the academy, and the likely effects of such increase, the likely impact of the closure on the local community, including the loss of the building as a community facility and the impact on local people and the wider community has been given. An analysis of these issues is contained in the School Closure Proposal Baldersby St James CE Primary School report to Executive of 12 October 2021.</p> <p>This proposal may be considered to have an adverse impact for those pupils currently on roll at the school as they would have to move to an alternative a school, as set out above in Section 7.</p>	

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 of standards will be carried out through the County Council's School Improvement Team (for LA maintained schools) and through Ofsted inspections. Monitoring of sufficiency of school places in the Thirsk Outer Area will be undertaken by the CYPS Strategic Planning Team.

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 listening period and proposed decision is to ensure that the children are provided with the best education provision in the area in a sustainable, stable and effective manner. In order to achieve these aims, despite the adverse impacts identified, the proposal to close the school needs to be considered.

Section 14. Sign off section

This full EIA was completed by:

Name: Sue Turley
Job title: Strategic Planning Officer
Directorate: CYPS
Signature:

Completion date: 27/09/2021

Authorised by relevant Assistant Director (signature): Amanda Newbold

Date: 29/09/2021