

Due Regard Statement

Person responsible for completing this statement Tony Wells Education Planning & Development	Date statement started: December 2012 Date statement completed: December 2012
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Name of the policy, service, strategy, procedure or function: (indicate whether new or revised)

Proposal to relocate and expand the capacity of Watermoor Church of England Primary School, Watermoor Road to a new site on land off Kingshill Road, Cirencester. New.

Briefly describe its aims and expected outcomes

Within the town of Cirencester there are currently two housing developments underway which are scheduled to provide around 630 houses. The current mix of these developments is such that we are anticipating them generating up to 140 primary aged pupils. With the Kingshill development continuing to grow, Gloucestershire County Council (GCC) needs to ensure there are enough primary school places in the right places in the town to meet future demand. It is, therefore, looking into using developer funding to build a new school in the eastern part of the town to replace the existing Watermoor buildings..

The housing developments are located on the eastern side of Cirencester where there is currently no primary school setting.

Having looked into a number of possible options for utilising the S106 developer contributions which have been secured from these

developments, the county council has been working with Watermoor CofE Primary to see if it would consider moving to a new site and expanding it to accommodate up to 210 children.

Any potential move would not happen until 2014 at the earliest.

Expected outcomes

- The current pupils and staff will benefit through having new fit for purpose accommodation.
- The relocation of the school will create primary provision to serve the eastern side of Cirencester which will give families in this area a choice of a more local school.
- Expansion of the school to 7 classes will allow the school to operate in single year groups; offer a more sustainable, long term model of school organisation
- Future increased demand arising from the new housing will be met locally.
- Enhanced facilities will help the school to continue to raise standards and attainment.

Gathering the evidence base

List the main sources of data, research and other sources of evidence, including full references, used to determine the impact of your work on each of the protected groups. If there are gaps in evidence, state what you will do to close them in the Action plan at the end of this document.

	Service user data (if applicable) If service user data is not available, use the action plan below to identify how service user data will be collated in the future.	Other (for example, local demographic data, research , ONS, partner data, officer knowledge)
All	Consultation with local residents gave rise to a number of concerns, particularly relating to: Traffic, loss of community facilities, impact on other local schools	We have highlighted below the measures that we will put in place to address the concerns that have arisen from the consultation.
Age	Reported in January census that there were 100 pupils in National Curriculum years Reception – 6.	Through the proposed relocation of Watermoor C of E Primary School to a new site at Kingshill, primary age pupils living in existing and new housing on the eastern side of Cirencester will benefit both now and in the future from the provision of a new local school. Disruption to existing pupils at Watermoor will be kept to a minimum as we have included some transitional support for transport as part of the proposal . In addition the proposal includes the option for providing a new pre-school setting linked with the new school building which will improve access to Early Years education and childcare for local children and their families.
Disability	There are currently 20 pupils at the school who have statements of Special Educational Need.	The new school will offer improvements for both parents and children with physical disabilities through the provision of fully accessible facilities. We have included in the proposals some transitional support around transport to the new school which should ensure that any disruption for existing pupils is kept to a minimum.
Sex	Pupils are split between 44 girls and 56 boys.	The project and proposals do not differentiate or discriminate between genders

Race (including Gypsy & Traveller)	No details collected in census	The project and proposals do not differentiate or discriminate between one race or another.
Gender reassignment	None	The project and proposals have neither a positive or negative effect on anyone who has undergone or who is about to undergo gender reassignment.
Marriage & civil partnership	None	The project and proposals do not differentiate or discriminate between married couples or those in a civil partnership.
Pregnancy & maternity	None	Transitional support for transport will be available to ensure that no further travel (other than the distances currently undertaken) would be required for pregnant mothers in excess of what they currently undertake. The transport support is also available to minimise disruption to parents who also have other children who attend other settings.
Religion or Belief	None	The project and proposals do not alter the religious characteristic of the school from its current designation. the effect is therefore neutral.
Sexual Orientation	None	The project and proposals do not differentiate or discriminate against one sexual orientation over another.

	Workforce data If employees are affected by your 'project' please outline the profile of the workforce affected below.
All	Travel time may change for some staff at the school but as the distance involved is minimal, this is not expected to be an issue. Parking and travel issues should be included in the considerations for building the new school as should traffic flow in the area and the effect on local residents. Conversely, some staff may benefit from a reduced distance.
Age	None
Disability	The new school will be fully accessible for parents and children with physical disabilities and by extension would be suitable for staff with the same issues.
Sex	None
Race (including Gypsy & Traveller)	None
Gender reassignm ent	None
Marriage & civil partnership	None
Pregnancy & maternity	See above - All

Religion or Belief	None
Sexual Orientation	None

Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

- Consultation was carried out with the primary schools in the planning area and other stakeholders in accordance with GCC's Section 106 (S106) protocol. Meetings were held between June and July 2011 with governors/headteachers of the schools and Diocese, to discuss the possible options for utilising the funds.
- The S106 protocol was circulated in July 2011 to local members, GASH, GAPH, Gloucester Diocese and Clifton Diocese for comment.
- The responses indicated support in principle for the provision of a school setting on the eastern side of Cirencester and that the relocation and future expansion of Watermoor CofE Primary School to the reserve site represents the best strategic option for the children and their families in Cirencester.
- In November 2011 Watermoor CofE School carried out an informal consultation with parents, staff and pupils of the school. Governors considered the consultation feedback and decided to support the move to statutory consultation on a proposal to relocate and expand their school. Their decision was conditional upon the availability of transitional support to protect the school budget and to make suitable transport arrangements for existing pupils to the new site.

- On the 2nd March 2013, the Commissioning Director: Children and Families approved the recommendation to undertake public consultation with stakeholders over the proposal to relocate Watermoor CofE School to the new site and to expand its capacity from 140 places to 210 places (1 form entry). The statutory consultation commenced on 23rd April 2012 and ended on the 1st June 2012. Drop in sessions were held at Watermoor CofE Primary School on the 3rd and 10th May 2012.
- The main points made by respondents during the consultation related to:
 - The new school should provide improved facilities for the community
 - The proposed new location of the school should help to reduce traffic problems
 - Respondents would like to see a pre-school setting on the new site and existing links maintained with the Church and Paternoster
 - Some concerns were raised about the possible impact that the relocation of the school could have on pupil numbers at other local schools in the wider local area
 - The respondents would like the existing Watermoor CofE School site to be retained for community use
 - Some concerns were raised about access and transport issues to the new proposed site

Equality analysis: What the evidence shows

Considering the evidence and engagement activity you listed above, please summarise the impact of your work. Consider whether the evidence shows potential for differential impact, if so state whether adverse or positive and for which groups. In the next section you will be required to document how you will mitigate any negative impacts.

Useful questions to consider:

Do policy outcomes and service take-up differ between people with different protected characteristics?

What are the key findings of your engagement?

If there is a greater impact on one group, is that consistent with the policy aims?

If the policy has negative impacts on people with particular characteristics, what steps can be taken to mitigate these effects?

Does any part of the policy discriminate unlawfully?

Will the policy deliver practical benefits for certain groups?

Does the policy miss opportunities to advance equality of opportunity and foster good relations?

Do other policies need to change to enable this policy to be effective?

What are the impacts to the workforce?

Briefly outline your main findings that relate to the Council's commitment to: **Eliminate discrimination (consider potential for indirect discrimination) Advance equality of opportunity Promote good relations.** This can include challenges and opportunities.

Note: If you are assessing a number of options, you should consider the opportunities and challenges of EACH option.

Protected group	Challenge or opportunity
All	C – provision of transitional travel support should minimise disruption to parents of existing pupils. O – Provision of pre-school facilities on site may benefit parents who have children in other pre-school facilities. O – improve local community relations by involving them in the decision making for the vacant premises.
Age(A)	N/A

Disability (D)	O – improved access to facilities could encourage more applications from disabled staff/pupils.
Sex (S)	N/A
Race (including Gypsy & Traveller)(R)	N/A
Gender reassignment(GR)	N/A
Marriage & civil partnership (MCP)	N/A
Pregnancy & maternity (PM)	Provision of transitional travel support should minimise the impact of travel for parents including pregnant or mothers on maternity leave. Facilities at the new school for pre-school children may have a positive impact.
Religion and/or Belief (RAOB)	N/A
Sexual Orientation(SO)	N/A
Carers	?

Strengthening actions: Outline what actions have been identified to mitigate the key findings identified above by protected group.

Potential/ actual impact	Protected group (s) affected	Proposed mitigating action(s)	Accountability	Timeframe
Adverse effect on travel time for parents	All	Transitional support for parents with children currently at the school to provide transport to the new site		
Adverse impact in the current locality should the school move.	All	Local community to be engaged in consultation to discuss what should happen to the site when vacant.		
Adverse effect on pupil numbers at other local schools	All	Careful management of admission numbers and consultation with other local schools.		


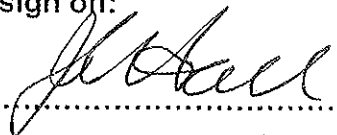
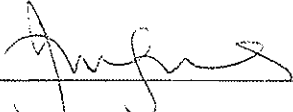
Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review.

Action	Accountability	Timeframe
Monitoring of attendance/timekeeping concerns	School	
Provision of transport to minimise disruption.	GCC	
Keep local community informed and involved in any plans for vacant	GCC	

premises		
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Sign off and Scrutiny

Signed off as complete by:	 A.G. WELL	Date: 22/1/13
Senior level sign off:		Date:
Director/Head of Service		22/1/13
Name of relevant Portfolio Holder/Cabinet Member:		
I confirm that I have examined sufficient information and understood the potential impact of the proposal. I am in agreement with the proposed mitigating actions and confirm that I have had due regard to the needs set out in section 149 of the Equality Act 2010.		

Signed by Portfolio Holder/Cabinet Member: 	Date:
Assessment published alongside cabinet report	Date: