

Due Regard Statement

Person responsible for completing this statement Moira Pratt Lead Commissioner for Schools	Date statement started: February 2013 Date statement completed: May 2013
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Name of the policy, service, strategy, procedure or function: (indicate whether new or revised)

Proposal to create an all through primary school through the technical process of extending the age range of Calton Infant School and closing Calton Junior School. New.

Briefly describe its aims and expected outcomes

<p>In November 2012 an OFSTED inspection of Calton Junior School judged that the school required special measures. In January 2013 the council wrote to all parents of the Infant and Junior Schools informally seeking their views on a proposal to establish an all through primary school. This proposal would offer:</p> <ul style="list-style-type: none"> • a single continuous approach to teaching the curriculum building on the strength of the infant school. • a common culture and ethos across the school

- flexibility and efficiency in terms of the staffing resources
- remove the need to apply for a Year 3 place

This proposal would make the most of the strengths of the Infant School which would in turn accelerate the progress required at the Junior School.

All pupils on the school roll of the infant and junior schools as at the end of the Summer Term 2013 would transfer onto the roll of the all through primary school.

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		
Age	In January 2013 (<i>Provisional</i>) Census there were 194 pupils in National Curriculum years Reception to Y2 at Calton Infant School.	

	There were 182 pupils in National Curriculum years Y3 to Y6 at Calton Junior School.	
Disability	There is currently 1 pupil at Calton Infants who has a statement of Special Education Need. There are currently 7 pupils at Calton Juniors who have statements of Special Education Need.	
Sex	At Calton Infants pupils are split between 92 boys and 102 girls. At Calton Juniors pupils are split between 76 boys and 106 girls	The all through primary school will be co-educational. The project and proposals do not differentiate or discriminate between genders.
Race (including Gypsy & Traveller)	No details collected during census	The proposal does not offer the potential for discrimination or disproportionate treatment in relation to race.
Gender reassignment	None	The proposal has neither a positive or negative effect on anyone who has undergone or who is about to undergo gender reassignment.
Marriage & civil partnership	None	The proposal does not differentiate or discriminate between married couples or those in a civil partnership.
Pregnancy & maternity	None	The project and proposals have neither a positive or negative effect on anyone who is pregnant or on maternity.
Religion or Belief	None	The proposal does 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	Calton Infants – 38 employees Calton Juniors – 33 employees
Age	Calton Infant – Age Range 20 - 70 years (15 between 20-39, 23 between 40-70) Calton Junior – Age range 27 – 70 years (13 between 20-39, 20 between 40-70)
Disability	Calton Infant – none declared Calton Junior – none declared
Sex	Calton Infant – 94% female, 6% male Calton Junior – 90% female, 10% male
Race (including Gypsy & Traveller)	Calton Infant – 10% unstated, 3% mixed race, 3% white Cornish, 84% white British Calton Junior – 3% unstated, 97% white British

Gender reassignment	Not known
Marriage & civil partnership	Not known
Pregnancy & maternity	Calton Infant – 1 Calton Junior - 2
Religion or Belief	Not know
Sexual Orientation	Not known

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 between 18th February and 15th March 2013 with parents/carers at Calton Infant and Junior Schools, staff, Chairs of Governors and members of the local community. Elected members, MP, Unions, representatives of the dioceses. GAPH, GASH and GAPH Premises committee.

- 52 responses were received. Of the 52 consultation questionnaires received 75% strongly agreed with the proposal, 21% agreed and 4% neither agreed or disagreed.
- The majority of comments were very positive about the proposal and highlighted a number of potential benefits, with 38% of respondents believing that the proposal would bring continuity of standards across all year groups. In addition 21% of respondents were very complimentary about the Head of the Infant school and 15% of respondents were in favour of the potential for a smoother transition to year 3. Some concerns were raised: that if the proposal goes ahead there should be minimal disruption to the children (6%) and that there is potential for a negative impact on the Infant school due to the issues with the Junior school (4%).
- A statutory notice was published on the 19th April seeking approval to extend the age range of Calton Infant from 4 to 7 to 4 to 11 and accommodate key stage 2 pupils and to close Calton Junior School. No representations or comments were received.

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	O – provide pupils with a seamless path through KS1 and KS2. O – provide staff with the opportunity to expand their skills in teaching different age groups. O – staff to benefit from good practice in another school.
Age(A)	C – if a review were to take place to ensure that staff age is not a factor and that GCC Equality procedures are followed.
Disability (D)	O – pupils may benefit from concentrated and expanded expertise that would be available

	as one school.
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)	N/A
Religion and/or Belief (RAOB)	N/A
Sexual Orientation(SO)	N/A

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 pupil numbers at other local schools	All	Careful management of admission numbers and consultation with other local schools.		
Potential for redundancy of staff where there are duplicate roles in the two schools		Ensure that revised staffing structure is carefully considered to make most effective use of existing staff and minimise redundancy. Full involvement of unions at earliest opportunity. Effective consultation with all affected staff.		

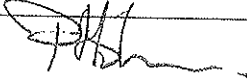
Monitoring and Review

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

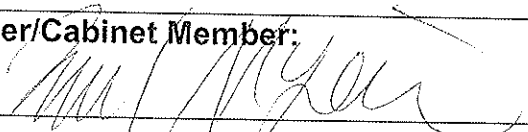
Action	Accountability	Timeframe
Consultation with other local schools to reassure them that the effects of the amalgamation will be carefully managed.	GCC	
Work to be undertaken by GCC and school to decide on staffing numbers. Full consultation with staff if any deemed at risk.	GCC	

Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off: 	Date: 22.05.13
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member: <i>Cllr Paul McLean</i>	
Signed by Portfolio Holder/Cabinet Member: 	Date: <i>5th June 13</i>

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.