



Equality Impact Assessment

Lowering the age-range of Croughton All Saints CE Primary School from 4-11 years to 3-11 years to include a Nursery provision.

1. Purpose

The purpose of this report is to provide for the Governing Body of Croughton All Saints CE Primary School an Equalities Impact Assessment (EIA) of their proposal for the School to lower the age range from 4-11 years to 3-11 years to include a Nursery provision within the reception class setting. The purpose of the EIA is to identify any equality implications of the proposal. The impact will be measured principally in terms of its impact on young people and families; our staff; other educational and community institutions in our vicinity.

2. Scope

The Proposal

The Governing Body of Croughton All Saints CE Primary School are consulting (between January 24th and February 28th) on the proposal to lower the age range of the school from 4-11 years to 3-11 years to include a Nursery provision within the current reception class from September 2023.

Objectives of this Assessment

The purpose of this EIA is to identify equalities implications of the proposal to lower the age range of the school. The Governing Body is committed, both as an employer and as a service provider, to ensure that it offers equal access to jobs and educational provision to all.

Context

Croughton All Saints CE Primary School is a small, Church of England, village primary school with approximately 107 pupils who are from the local area of Croughton, surrounding villages and Brackley.

Croughton vision

Be Ready, Be Respectful, Be Safe – To believe, achieve, succeed together'

This is firmly rooted in Christian values. We look to Jesus as our guiding light. He inspires us to live out our Christian values and strive for excellence in all we do; celebrating life in all its fullness.

Jesus said 'I have come that you may have life in all its fullness' (**John 10:10**). He calls us to a full life in mind, body, heart and spirit.

What is the proposed change?

The proposed change is that Croughton All Saints CE Primary School should lower the age range of the school from 4-11 years to 3-11 years to include a Nursery provision within the current Reception class for September 2023. The Governing Body have stated that they believe including a nursery class within the reception class will enable the school the best opportunity to maintain and further develop the high quality education provision for all pupils. The Governing Body have stated that there is no intention for there to be any changes to the ethos of the school as a result of the age-range change.

3. Who should be involved in the process?

This document has been prepared by the Headteacher and Chair of Governors.



Other people and groups involved include: school governors, staff, pupils, parents/carers, West Northamptonshire Council, Peterborough Diocese, Parish Council, and community representatives.

Any considerations of the potential impact of this proposed change will be considered in relation to:

Age, sex, gender reassignment, marriage and civil partnership, disability, ethnicity, race and culture, sexual orientation, religion or belief, pregnancy and maternity, rural isolation, deprivation.

4. What groups will be affected by this?

Implications for current and prospective pupils

Lowering the age range of the school will not impact on the duties already on the school in respect of its arrangements for admissions, exclusions and special educational needs. Croughton All Saints CE Primary School is absolutely committed to the inclusion of all pupils. We have developed a wide range of strategies to respond to the individual needs of all our pupils. The school provides a highly personalised curriculum and fully meets the needs and aspirations of all its pupils. We will adhere to the School Admissions Code, as administered by the West Northamptonshire Council, which prioritises 'looked after children' to attend the school which is most appropriate to their individual needs.

Implications for staff

Staff are allocated to year groups/classes according to their experience and qualifications. No staff member will be made redundant. Staff will be offered any training that is required. The Governing Body is confident that there is no detriment to any individual or groups of our staff with respect to their existing terms and conditions of employment. There will be minor changes to some job descriptions to encompass the needs of the nursery class children.

Impact on Local Community

The Governing Body is committed to continue to fulfil its role as a local, Church of England, village primary school at the heart of its community. There is no intention to make any changes to our community provision as a result of this proposal. The Governing Body believe that including nursery age pupils within the school will place the school in the best position to protect its high-quality provision and ensure the sustainability of the School into the future.

The school reception class PAN is 20 pupils and the maximum capacity in the current reception classroom setting is 28 pupils at any one time. The school can only provide nursery provision during 'term time' and during school opening hours.

Our school is proposing to provide an early years' education for nursery age children within a 'Christian environment' which is not currently available in Croughton for parents/families. Therefore, this will have a positive impact on our local community.

The headteacher has taken into the consideration the following and completed the following actions to address any possible local community impact:

- Shared consultation to a number of stakeholders and local community groups
- Placed on website
- Shared in Local monthly village communication
- Held a meeting to discuss further and share FAQ's
- Worked with CoG
- Worked with School Improvement Partner - Early Years

Further actions

- Sufficiency Meeting and data collection



5. Making a Judgement

Age Judgement: Positive - Positive impact identified. The school will be extending its provision from 4-11 years to 3-11 years, thereby providing further high-quality education provision within a Christian environment for nursery aged children within our local community. There are no changes to the terms and conditions of employment of existing staff relating to age.

Sex Judgement: Neutral - No adverse impact identified. The school will continue to comply with the School Admissions Code and no adverse implications have been identified. No changes to the terms and conditions of employment of existing staff regarding gender.

Disability Judgement: Neutral - No adverse impact identified. The Governing Body will still be under the legal duties of the Disability Equality Duty in the Equality Act 2010 and will continue to promote disability equality duties.

Ethnicity, Race and Culture Judgement: Neutral - No adverse impact identified.

Sexual Orientation Judgement: Neutral - No adverse impact identified.

Religion or Belief Judgement: Positive - Positive impact identified. Our school has an inspection grading of 'good' from the Statutory Inspection of Anglican and Methodist Schools. Providing an early years' education for pre-school/foundation stage children within a 'Christian environment' is not currently available in Croughton Village for parents/families nor the wider local area. Therefore, this will have a positive impact on our local community. Our Nursery class will offer an early years' education where 'everyone is valued as an individual and helped to develop and progress in their own unique way within a Christian environment'. Croughton All Saints CE Primary School will continue to provide a quality education for all pupils; promoting a wide range of religions and beliefs.

Pregnancy and Maternity Judgement: Neutral - No adverse impact identified.

Marriage and Civil Partnership Judgement: Neutral - No adverse impact identified.

Gender reassignment Judgement: Neutral - No adverse impact identified.

Looked After Children Judgement: Neutral - No adverse impact identified.

Rural Isolation Judgement: Neutral - No adverse impact identified.

Deprivation Judgement: Neutral - No adverse impact identified.

6. Action Planning

Not applicable.

7. Monitoring and Review

Not applicable.

8. Community Cohesion

a. This service, document will help community groups to develop a vision of a shared future.
b. This service, document will help community groups to improve their understanding and respect for each other.

c. This service, document will promote engagement of children and young people in the locality.

d. All stakeholders and community leaders will be involved in the planning of this service. This document will be available on the school website.

At Croughton All Saints CE Primary School we build mutual respect through our school ethos, aims and values. We take positive steps to counter the effects of intolerance and harassment, and are continually working towards reducing the gap between achievements, in particular by raising aspirations and tackling problems caused by deprivation.



The School sets its ethos, aims and values at the centre of its main purpose, it works on fostering excellent and valued relationships between staff, governors, parents and their children and all agencies.