

Equalities Impact Assessment

Determination of the Statutory Notice to Close Culverhay School

1. Date of assessment:

January 2011. Updated April 2011

2. Name of the policy, service, strategy, procedure or function:

Proposed re-organisation of secondary schools in Bath and the proposal to close Culverhay school with no new school to occupy the site in the future.

3. Briefly describe its aims and objectives

In January 2007 the Children and Young People Overview & Scrutiny Panel completed a review of all our secondary schools. The purpose of the review was 'to ensure that the current high standards in our secondary schools are maintained and improved; that all our resources are used effectively; that wherever possible, good facilities are available to all users of school buildings; that the natural choice of parents and pupils will be their local school; that travel to schools by private car should be reduced where possible'.

Following consideration of the findings of the Panel, full Council and Cabinet in 2008, a strategy for secondary schools in Bath & North East Somerset was agreed and officers were authorised to consult on changes to secondary schools in Bath.

Consultation took place commencing in March 2010 on the closure of St Mark's C of E school, Oldfield school and Culverhay school and the opening of a new school on the Oldfield school site and a new school on the Culverhay school site.

This consultation identified the need to keep a school on the St. Mark's school site and to provide a co-educational school on the Oldfield school site. The decision was taken to support the proposed federation of St Mark's C of E school on its current site with St Gregory's Catholic College, with a joint sixth form for both schools and to support Oldfield school in seeking to become a co-educational school with the intention that it will become a co-educational academy by 1 September 2012. The Cabinet asked officers to consult on the closure of Culverhay school in order to remove surplus places.

This second consultation commenced in September 2010. This resulted in the decision to publish a statutory notice for the closure of Culverhay school.

The aims and objectives of the strategy are as follows:

To raise standards and improve educational outcomes.

Provide more co-educational places in Bath to meet demand expressed by parents via past surveys in 1999 and 2004. Reduce the number of single sex schools from four to two.

Reduce the number of schools from seven to six to remove surplus places.

Provide sufficient school places to meet current and future demand from the local area.

Provide sufficient Church school places to meet demand.

Ensure schools are the correct size and not too small.

Efficient use of capital resources to improve poor condition buildings - by maintaining the correct number of schools and places, resources for repairs and maintenance can be used as efficiently as possible.

4. Who is intended to benefit from it and in what way?

a) Parents and carers of younger children who will eventually enter secondary school in the future and the pupils themselves:

More choice due to the provision of more co-educational places to meet demand, particularly for families living in the North West part of Bath.

Retention of Church places maintaining choice.

Raised standards and improved educational outcomes.

Journeys to school predominantly less than three miles so pupils can walk or cycle to school and more pupils become able to choose their local school.

b) Parents and carers of existing secondary age pupils and the pupils themselves:

Raised standards and improved educational outcomes.

c) All schools in Bath and North East Somerset:

£530,000 revenue funding will be re-distributed by the Schools Forum on schools' priorities across Bath and North East Somerset. The need to maintain one less school in Bath will reduce capital repair and maintenance costs and a capital receipt of £6 -£8m is expected to be generated from the sale of the school site for reinvestment in the schools estate.

5. What outcomes are expected?

There are sufficient schools and places to meet existing and projected future need so that children and young people do not need to travel long distances to school and excess surplus places are removed.

All schools are of sufficient size to sustain their long term educational and financial security.

Less single sex places and more co-educational places to meet demand and more choice in general making the choice of their local school easier for a greater number of parents.

More efficient use of resources and reduced costs as a result of maintaining six schools rather than seven.

Raised standards and improved educational outcomes for pupils.

6. Have you consulted on this policy, service, strategy, procedure or function?

Yes - details of consultation as follows

Public consultation meetings were held at the school on Thursday 14th October and at the Guildhall on Wednesday 20th October 2010. Meetings were also held with the school staff and the school Governing Body

Approximately 13,000 copies of the printed consultation document were circulated.

Printed copies of the consultation document outlining the proposal and the process and timescale etc. of the consultation and the next stages were delivered to Culverhay sufficient for every member of staff (teaching and non-teaching), every member of the Governing Body and every pupil to have a copy. The school was asked to distribute the documents to the members of the Governing Body, all staff and to every pupil to take a copy home with them to reach pupils, parents and carers. Printed copies were also provided specifically for the members of the School Council for consultation with pupils.

Printed copies of the consultation document were also delivered to all other secondary schools, to all primary schools and to the two Special schools in the Greater Bath Consortium area sufficient for every pupil to have a copy and schools were asked to distribute the documents to every pupil to take a copy home with them to reach pupils, parents and carers. These schools also had a copy for the Headteacher and a copy for the Chair of Governors.

All other secondary schools, primary schools and the other Special school in Bath & North East Somerset were sent two copies of the document, one for the Headteacher and one for the Chair of Governors.

A printed copy was given to the three organisations that have a contractual use of the school site – Aquaterra Leisure, Bath Spa University and Foot Steps Nursery - and to nine other local and community groups that currently use the school facilities as identified by the school.

A printed copy was posted to all neighbouring Local Authorities, to the two MPs for Bath & North East Somerset and Bath, to all Bath & North East Somerset Councillors, to all Parish Councils covering the Greater Bath Consortium area and to all libraries. 5 copies were distributed to DAFBY (Democratic Action for B&NES Youth), 10 copies were distributed to the Schools Forum and 10 to the Admissions Forum.

An electronic copy was sent to the local Roman Catholic Church diocese and to the Church of England diocese, to the Learning and Skills Council/Shared Service representative (and to the Young People's Learning Agency), to the Children and Young People Overview and Scrutiny Panel, to selected Bath & North East Somerset Council teams and other named Council officers, to named Directors and to the Chief Executive. An email with a link to the electronic consultation document was sent to all designated Union representatives.

Extra printed copies were also taken to the public consultations meetings for distribution on request. The printed document contained a detachable consultation response form.

The consultation document was also made available electronically on the Council website and an electronic consultation response system was set up to allow stakeholders to read the document on line and submit a response via this method if they wished. This electronic response facility was mentioned in the paper consultation document as another way in which comments could be submitted. Stakeholders could also submit their comments via letter or email.

As well in printed paper and electronic format on the Council website, the consultation document could be made available in alternative formats such as Braille, on tape, large print and in a range of community languages on request. Consultees were provided with a telephone number and email address to contact to request an alternative format. Consultees could also attend the meetings.

The statutory notice was published in The Bath Chronicle and posted outside all of the school entrances and placed in the window of the Co-operative supermarket in the Mount Road shopping area nearby. A copy of the complete proposal and statutory notice was given to the Culverhay Governing Body and to the Headteacher, the local C of E Diocese, the local RC Diocese, other neighbouring Local Authorities, the Young People's Learning Agency and the Secretary of State. The notice and the complete proposal were also placed on the Council website and the web address was printed in the statutory notice.

The notice stated that comments or objections needed to be submitted within six weeks of the publication date and that they should be sent to the Local Authority. Representations could also be submitted by email.

During the representation period a total of 41 representations were received. These were submitted by a range of stakeholders including parents of pupils at the school, pupils, school staff, the Governing Body, primary age pupils, local residents and local Councillors. The equalities profile of the respondents is not known.

Specific equalities issues raised were in relation to pupils with Special Educational Needs (SEN), provision of church school places, increased travel distances and costs for some pupils, new uniform costs and underlying socio-economic disadvantage due to the area of the city where many Culverhay pupils live.

7. What evidence has been used for this assessment?

The 2007 Children and Young People Overview & Scrutiny Panel review.

Responses received from the two parental preference surveys carried out in 1999 and 2004.

Responses received from stakeholders via the March 2010 consultation.

Responses received from stakeholders via the September 2010 consultation.

Responses received from stakeholders during the representation period following publication of the statutory notice from 16th December 2010 to 27th January 2011.

Indices of Multiple Deprivation (IMD) 2010.

School Census data showing numbers of pupils on roll, age, gender, Special Educational Needs, ethnicity, eligibility for free school meals.

Admissions and Transport data showing pupils that live within the Greater Bath Consortium area and those that live elsewhere.

Virtual Schools report on the number of children in care.

8. Could a particular group be affected differently in either a negative or positive way?

	Negative	Positive	Neutral	Evidence
Age		x		The closure of Culverhay to Year 7 entrants in September 2012 would lead to a reduction in the number of places available for Year 7 boys however from 1 st September 2012 they will be able to apply to Oldfield. The closure of Culverhay will result in the loss of some post 16 places. However the sixth form at Culverhay is quite small (65 pupils) and the remaining four co-educational sixth forms in the city and City of Bath College will provide sufficient post 16 places for pupils. All post 16 provision will be of a viable size, able to offer a broad curriculum to all pupils. Post 16 age pupils will have greater choice in the city of Bath

				<p>in the future as a result of the St. Gregory's and St. Mark's proposal to provide a new joint sixth form which will be open to external applicants.</p> <p>Existing pupils at the school will either stay on the school site or move to a new school, depending on their age and year group.</p> <p>Arrangements for existing pupils affected by the closure will be planned in detail to ensure a smooth transition for all pupils regardless of age and whether they are to stay on the school site or move to a new school.</p>
Disability and SEN			x	<p>The impact is deemed to be neutral regarding disability and SEN. According to the October 2010 School Census there are a total of 84 pupils with statements of SEN in all Bath secondary schools, average 12. Culverhay has 9 stated pupils but has a higher proportion of pupils with SEN in general than other schools in Bath. All schools in Bath are capable of effectively supporting pupils with SEN. Culverhay is not the designated Accessible School for disabled pupils in Bath – this is Ralph Allen. Pupils at Culverhay who are currently provided with home to school transport due to disability and who are relocated to another school as a result of the closure, will continue to be able to access this service in line with Local Authority published policy.</p>
Gender		x		<p>Although the proposal would result in the loss of boys places, there would be other places available for boys in the city both at one single sex school and at four other co-educational schools. As Oldfield is to become co-educational in September 2012, if Culverhay was to stay open there would be an imbalance of girls and boys places as there would be two boys schools but only one girls school in the city. Equality of</p>

				<p>access to single sex places for boys and girls will be maintained as there will be one of each type of school in the city. There are currently a significant number of empty places at Oldfield School (single sex girls until 1st September 2012) and at Culverhay School (single sex boys), indicating an over provision of single sex places compared to demand. The remaining single sex boys school is located towards the centre of the city, ensuring equality of access to all pupils living in the Greater Bath Consortium (GBC) area. The single sex girls school is also located in about the same area. Some boys may have to travel further to access a school place than at present but the majority of walking distances are calculated to be less than three miles and therefore boys will be able to walk or cycle. Girls from this area of the city currently have to travel out of the immediate area to access a school place and therefore the travel distances for boys and girls would be of a similar length once Culverhay closes.</p>
Race including Gypsy and Traveller			x	<p>The impact is deemed to be neutral regarding race (including gypsy and traveller). According to the October 2010 School Census, within all Bath secondary schools the average of pupils who's ethnicity is recorded as being other than White British is 12.12%. At Culverhay it is 6.3%.</p>
Religion or Belief		x		<p>Retention of Anglican and Roman Catholic school places maintains choice and reflects the support expressed in the consultation for this category of provision. The proposed Catholic and Anglican schools federation would also be expected to raise standards.</p>
Sexual Orientation			x	<p>The impact is deemed to be neutral regarding sexual orientation.</p>

Looked After Children (LAC), Youth Offenders			x	The remaining six schools in Bath would continue to give first preference to Looked After Children in their admissions as at present. According the survey of Children in Care, within all Bath secondary schools there are 7 Children in Care and the average is 1 child. At Culverhay it is 1 child.
Choice and Diversity		x		The closure of Culverhay would remove some boys single sex places but there would continue to be provision of boys single sex places at another school in the city. Also girls single sex places, Catholic and Church of England denominational co-educational places and an increased number of non-denominational co-educational places will provide choice and diversity and enhance the current provision in the city.
Socio-economically Disadvantaged		x		The IMD 2010 shows that the socio-economic profile of the area of Bath surrounding Culverhay ranges from the most deprived 20% (Twerton ward and the northern part of Southdown ward) to the least deprived 20% (part of Southdown ward and the southern part of Westmoreland ward and the northern part of Odd Down ward). According to the October School Census the average eligibility for free school meals in all Bath secondary schools is 10.62%. At Culverhay it is 21.5%. Some pupils who currently attend Culverhay and live very close to the school will have longer journeys to get to school than at present. Some pupils will be able to walk or cycle. If the new journey incurs a cost, pupils from disadvantaged groups such as children in receipt of free school meals or those from low income households in receipt of the maximum Working Tax Credit allowance, will be able to access support for home to school

				<p>transport in line with Local Authority published policies. The Local Authority will provide a fund for the purchase of new school uniforms for the pupils in those year groups that will be displaced by the closure of Culverhay and who will need uniforms for their new school. Pupils who are displaced from Culverhay will be able to attend Beechen Cliff, Ralph Allen or St. Gregory's Catholic College, all of which have high levels of Academic achievement (BC 67%, RA 72% and St.G 64% 5+A*-C inc. Eng. and Maths in 2010, CH 31%) and Ofsted ratings of Outstanding (BC and St.G) or Good (RA). Access to provision of a high standard is likely to lead to improved educational outcomes and in turn enhanced life chances for children who are socio-economically disadvantaged.</p>
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<p>Community cohesion</p>	<p>Describe how the proposed activity, policy, strategy, service, procedure or functions will contribute to Community Cohesion. You will need to consider;</p> <ul style="list-style-type: none"> • is there equality between those who will and won't benefit from the proposal • are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships • does the proposal bring groups/ communities into increased contact with each other 	<p>Better integration of all boys from this area with pupils from other areas of the city as boys will spread out to attend other surrounding schools nearby in the same way that approximately 70% of boys who live closest to Culverhay currently do. Some boys from this area may have to travel longer distances to school than at present. Some boys from other areas of the city will need to travel shorter distance to school than at present, e.g. North West Bath resident boys. Boys from this area following the same pattern as girls do currently so that siblings of different genders can attend the same school or the partner boys and girls single sex schools. Better community cohesion as a greater number of pupils in the city are able to attend their local school rather than having to travel longer distances to schools across the city and away from their home community. Lower numbers of non-GBC resident pupils in the remaining six schools and more local pupils and less pupils from further away in B&NES and from out of the authority. The proposal allows for the retention of some of the existing on-site facilities currently used by the community e.g. Early Years provision, sports facilities, playing fields. Some community use of the school site will no longer be possible once the school closes. It may be possible to transfer some of this to another venue or venues in or near the local area.</p>
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9. Equality Impact Assessment Action Plan

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The

actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Pupils with SEN	Detailed transition planning with an individual plan of support drawn up for each child.	Individual annual review	Nigel Harrison	June 2011
Socio-economic Disadvantage	LA fund to provide money for new uniforms for those pupils displaced by the closure of CH.	Publicise grant system to parents	Richard Morgan	April 2013 and April 2014
Age	Transition points set in order to avoid key stages e.g. pupils will stay at CH to complete their GCSEs or will move to a new school prior to commencing GCSEs. Support and guidance for pupils making choices for post 16 once the sixth form at CH closes to new pupils.	April 2013 individual transfer plans for pupils in Y9. Course and provider information given to pupils in Y10.	Kevin Amos Culverhay school	Sept 2013 and Sept 2014 September 2012 and 2013