



**Norfolk** County Council

# **New Primary (Free) School in Cringleford**

## **Equality Impact Assessment – Findings and Recommendations**

**September 2022  
Caroline Money**

Equality impact assessments enable decision-makers to consider the impact of proposals on people with protected characteristics.

You can update an assessment at any time to inform service planning and commissioning. For help or information please contact [equalities@norfolk.gov.uk](mailto:equalities@norfolk.gov.uk)

## 1. The proposal – New Primary (Free) School, Cringleford, Norwich

- 1.1 Norfolk County Council is proposing to establish a new mainstream primary (free) school in Cringleford, Norwich, planned to open in September 2024.
- 1.2 Norfolk County Council has a statutory duty to secure sufficient schools across Norfolk and to work with the market to ensure sufficient childcare places to meet the demands of the population. The County Council publishes an annual snapshot of demand in the form of a Local Growth & Investment Plan (LGIP), which is available on [this link](#).
- 1.3 Where a Local Authority identifies the need for a new school in its area, it must seek proposals to establish a Free School (Section 6A of the Education & Inspections Act 2006).
- 1.4 The planning area of Cringleford has experienced significant population growth over many years and continues to do so. There is currently one 420 place Primary School in the community, which has been able to manage the continued growth with support of other surrounding schools, but this school is now at capacity.
- 1.5 Through the growth of a further 1300 new homes being built and the popularity of the area, it is expected continued pressure will exist until the opening of the new school within the new housing development.
- 1.6 Norfolk County Council expect a yield of 365 places from the development of 1300 homes, we would want this new school to serve the development as a centre for the community.
- 1.7 Norfolk County Council's analysis demonstrates the demand for the new school based on the existing and future expected growth.
- 1.8 The site for the new school will come to the County Council free of charge from the developers. The new school will be designed and procured by Norfolk County Council and will then be transferred by the County Council on a 125 year lease, to the successful bidder.
- 1.9 This new Free School will be built to the standardised specification for Norfolk primary schools. The two storey school will be built to current DfE Building Bulletin 103 requirement for primary schools and will be a modern design, offering high quality facilities for the benefit of the new school and the wider community.
- 1.10 Admissions are determined by the admission authority but must prioritise local children and fully comply with the school admissions code. All proposers will be expected to follow the DfE School Admissions Code and the School Admission Appeals Code. Proposers will be required to participate in Norfolk County Council's co-ordinated scheme for admissions and the Council's in-year admissions procedure.

## **2. Legal context**

- 2.1 Public authorities are required by the Equality Act 2010 to give due regard to equality when exercising public functions<sup>1</sup>. This is called the 'Public Sector Equality Duty'.
- 2.2 The purpose of an equality impact assessment is to consider the potential impact of a proposed change or issue on people with protected characteristics. (Appendix A)
- 2.3 If the assessment identifies any detrimental impact, this enables mitigating actions to be developed.
- 2.4 It is not always possible to adopt the course of action that will best promote the interests of people with protected characteristics. However, equality assessments enable informed decisions to be made that take every opportunity to minimise disadvantage.

## **3 Information about the people affected by the proposal**

- 3.1 It is proposed that a new school will be established in Cringleford, within the new housing development, from September 2024, offering local places for local children. The age range of the school will be from 4 – 11 years (Reception to year 6), eventually providing places for 420 pupils. The school will provide places for boys and girls (mixed). It is proposed to phase the provision of additional places to provide sufficient capacity without destabilising neighbouring schools
- 3.2 The proposed new school will provide additional school places that will primarily serve the surrounding areas of the new school site, and if necessary, the wider Cringleford area. It is proposed that the new proposed school's catchment is based on the boundaries of Cringleford. This would mean that it would share the catchment area with one other primary phase school.
- 3.3 As the housing development is not completed, the new community does not currently exist. Therefore data has been provided for a primary school within Norfolk, to provide a guide to the possible composition of the school, based on;
  - % minority ethnic students
  - %EAL (English as an alternative language)
  - % with Statement (e.g. EHCP)
  - % SEN provision
  - % FSM (Free school meals)
  - % male students
  - % female students

Element	Definition	Number	%
Pupil Population *	The number of pupils in Year R-11 inclusive	726	N/A
Free School Meals *	Proportion of pupils eligible for Free School Meals	65	9.0%
Looked After Children **	Number of current Looked After Children	0	0.0%
Previously Looked After Children **	Number of current and previously Looked After Children	2	0.2%
Black, Asian and Minority Ethnic (BAME) pupils *	In this classification, BAME comprises all Mixed, Asian, Black and Other (non white) ethnicities. White ethnic groups comprise White British; White Irish, Gypsy or Irish Traveller; and Other White	174	24.0%
Special Education Needs and Disability (SEND) *	Pupils with an EHC Plan or receiving SEN Support	EHC Plan: 23 SEN Support: 73	EHC Plan: 3% SEN Support: 10%
Key Stage 2 outcomes ***	Pupils whose end of Key Stage 2 attainment were at the expected level for combined reading, writing and maths	37	71%

Based on pupils with a Main Domicile Address withing Cringleford Parish.

\* School and Pupil Census, Spring 2022 (Year R-11)

\*\* Synergy Core Pupil Database (Year R-11) as at 20/07/2022

\*\*\* Key Stage 2 Attainment Data (2018/19 Academic Year)

3.4 There is one primary school already established in Cringleford; Cringleford CE VA Primary School. This school is located at 80 Dragonfly Lane, Cringleford, Norwich NR4 7JR. As at January 2022, there were 452 pupils on roll, with a Published Admission Number of 60. The school was rated Outstanding by Ofsted in February 2017.

3.5 The distance between the two schools is approximately 1 mile.

### 3.6 Early Years

The Cringleford ward has 1 x full day care and 1 x preschool. In addition, the Cringleford Primary School catchment area (5 – 10 miles), has 15 x full day care, 5 x preschools, 4 x school run nurseries and 2 x childminders. There are also plans for an additional setting to be included in a new community building in the Cringleford area. Given the provision in the area there is not a need for further nursery provision on the new school site.

## 4 Potential impact

4.1 Based on the evidence available, this proposal is likely to have a positive impact on children aged 4 – 11 years old, providing local places for local children. The additional school will extend the range of preferences available for parents/carers.

- 4.2 Norfolk County Council confirms that the new school will **not** have a negative impact on public or service users and that no particular groups of people or current local schools will be adversely affected by the new school.
- 4.3 However, there are a number of risks identified within the development of a new free school and appointing a sponsor;
- House build rate slows and expected number of children is impacted
  - Sponsor has additional accessibility needs
  - Delays to new school opening
  - Sponsor not identified through presumption process
  - Admissions impact if Sponsor appointed by RSC with religious focus
- 4.4 The school will be expected to be fully inclusive and to provide education children with special educational needs and/or disability where mainstream education is considered appropriate.
- 4.5 Please find below detailed analysis of the impact on people with protected characteristics and identifies action to mitigate, were possible.

Protected characteristic	Impact; positive, detrimental, disproportionate or negative	What mitigation can be in place?
Age	<p>This proposal will provide additional early years and primary phase places for the relevant aged children required.</p> <p>The school will phase the provision of additional places to provide sufficient capacity without destabilising neighbouring schools.</p> <p>There is no negative age-related impact.</p>	<p>Pupil numbers and age ranges will be monitored to inform whether or not the number of places available reflects the need.</p>
Disability	<p>The school will be designed to current DfE Building Bulletin 103 requirement for primary schools and will be a modern design, offering high quality facilities.</p> <p>The school will be fully inclusive and meet the needs of children in the local area, including those with Special Education Needs and/or Disability (SEND).</p> <p>It is not anticipated there the proposal will affect people disproportionately due to issues of disability.</p>	<p>Once an academy sponsor has been confirmed, we will work with the Trust staff to ensure that any issues identified for pupils, staff or visitors can be addressed.</p>
People with a long-term health condition	<p>It is not anticipated that the proposal will affect people disproportionately because of long term health conditions.</p>	<p>No mitigation is currently required but the position will continue to be monitored and if any issues in respect of this protected characteristic are identified then the Action Plan will be amended accordingly.</p>
Gender reassignment	<p>It is not currently anticipated that the proposal will affect people</p>	<p>No mitigation is currently required but the position will continue to be monitored and if any issues in respect</p>

	disproportionally, because of issues around gender reassignment.	of this protected characteristic are identified then the Action Plan will be amended accordingly.
Marriage/civil partnerships	It is not currently anticipated that the proposal will affect people disproportionately, because of issues around marriage and civil partnership.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of this protected characteristic are identified then the Action Plan will be amended accordingly.
Pregnancy and Maternity	It is not currently anticipated that the proposal will affect people disproportionately, because of issues around pregnancy and maternity	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of this protected characteristic are identified then the Action Plan will be amended accordingly.
Race	The school will be required to accept all children regardless of race or ethnicity and therefore will have a positive impact on this characteristic.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of this protected characteristic are identified then the Action Plan will be amended accordingly.
Religious/belief	The school is not being proposed as a religious school and therefore has a positive impact on this characteristic, as it will cater for children of all religions and be inclusive of all faiths.	The Regional Schools Commissioner may decide that this school should be sponsored by an Academy Trust with a particular religious focus, which could have a potential to impact on school admissions and whether to admit a children based on religion or belief. However assurances would be sought during the application and assessment process, on how the Trust would cater for all religions, as the school should be inclusive of all faiths, in order to serve the new community the school is located in.
Sex	The proposal will have a positive impact on this characteristic, as the school will be for both male and female pupils.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of this protected characteristic are identified then the Action Plan will be amended accordingly.
Sexual orientation	It is not currently anticipated that the proposal will affect people disproportionately, because of issues around sexual orientation.	No mitigation is currently required but the position will continue to be monitored and if any issues in respect of this protected characteristic are identified then the Action Plan will be amended accordingly.

## 5 Recommended actions


	Action	Lead	Date
1.	Monitor pupil places and house build rate	Place Planning	ongoing
2.	Work with trust sponsor, once appointed on accessibility issues	Capital	by Sept 24
3.	Delivery of new school on time, compliant with DfE Building Bulletin 103 requirement for primary schools	Capital	By Sept 24
4.	Work with RSC to identify sponsor for new free school	School org/ Partnership Adviser	By September 2023
4.	If RSC sponsors a Trust with a religious focus, to work with the trust, to ensure the school will be inclusive	Partnership Adviser	From Sept 23 – Sept 24

## 6 Evidence used to inform this assessment

Reference any other evidence your analysis has drawn upon:

- [Equality, Diversity and Inclusion Policy](#)
- Demographic factors set out in [Norfolk's Story 2021](#)
- [Digital Inclusion and COVID-19](#) equality impact assessments
- Norfolk County Council [Area Reports](#) on Norfolk's JSNA relating to protected characteristics
- Business intelligence and management data, as quoted in this report
- Equality Act 2010 and Public Sector Equality Duty codes of practice

## 7 Further information

 <p><b>IN TRAN</b> communication for all</p> <p><b>Appendix A</b></p>	<p>If you need this document in large print, audio, Braille, alternative format or in a different language please contact Caroline Money on <a href="mailto:schoolreview@norfolk.gov.uk">schoolreview@norfolk.gov.uk</a></p>
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## Annex 1 – table of protected characteristics

The following table sets out details of each protected characteristic. Remember that people with multiple characteristics may face the most barriers:

Characteristic	Who this covers
Age	Adults and children etc, or specific/different age groups
Disability	<p>A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.</p> <p>This may include but is not limited to:</p> <ul style="list-style-type: none"> <li>• People with mobility issues (eg wheelchair or cane users, people of short stature, people who do not have mobility in a limb etc)</li> <li>• Blind and partially sighted people</li> <li>• People who are D/deaf or hearing impaired</li> <li>• People with learning disabilities</li> <li>• People who have mental health issues</li> <li>• People who identify as neurodiverse (this refers to neurological differences including, for example, dyspraxia, dyslexia, Attention Deficit Hyperactivity Disorder, the autistic spectrum and others)</li> <li>• People with some long-term health conditions which meet the criteria of a disability.</li> </ul>
People with a long-term health condition	People with long-term health conditions which meet the criteria of a disability.
Gender reassignment	<p>People who identify as transgender (defined as someone who is proposing to undergo, is undergoing, or has undergone a process or part of a process to reassign their sex. It is not necessary for the person to be under medical supervision or undergoing surgery).</p> <p>You may want to consider the needs of people who identify as non-binary (a spectrum of gender identities that are not exclusively masculine or feminine).</p>
Marriage/civil partnerships	People who are married or in a civil partnership. They may be of the opposite or same sex.
Pregnancy and maternity	Maternity refers to the period after birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	<p>Race refers to a group of people defined by their race, colour, or nationality (including citizenship) ethnic or national origins.</p> <p>A racial group can be made up of two or more distinct racial groups, for example a person may identify as Black British, British Asian, British Sikh, British Jew, Romany Gypsy or Irish Traveller.</p>
Religion/belief	<p>Belief means any religious or philosophical belief or no belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour. Denominations or sects within a religion can be considered a protected religion or religious belief.</p>



<b>Characteristic</b>	<b>Who this covers</b>
Sex	This covers men and women. Also consider the needs of people who identify as intersex (people who have variations in sex characteristics) and non-binary (a spectrum of gender identities that are not exclusively masculine or feminine).
Sexual orientation	People who identify as straight/heterosexual, lesbian, gay or bisexual.

#### **Document review**

<b>Reviewed and updated:</b>	<b>Reviewer</b>
October and November 2016	Corporate Planning & Partnerships Manager
December 2017	Equality & Diversity Manager
October 2018	Equality & Diversity Manager
May and November 2019	Equality & Diversity Manager
May and November 2020	Equality & Diversity Manager
June and September 2021	Head of Equality, Diversity and Inclusion

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<sup>1</sup> The Act states that public bodies must pay due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between people who share a relevant protected characteristic<sup>1</sup> and people who do not share it;
- Foster good relations between people who share a relevant protected characteristic and people who do not share it.

[The full Equality Act 2021 is available on legislation.gov.uk.](https://www.legislation.gov.uk)