



Everyone is valued as an individual  
*'Love your neighbour, as yourself (Mark 12:31)*

## Equality Impact Assessment

### Lowering the age-range of Rothersthorpe CE Primary School from 4-11 years to 3-11 years to include pre-school provision

#### 1. Purpose

The purpose of this report is to provide for the Governing Body of Rothersthorpe CE Primary School and Trust (Innovate Multi Academy Trust), 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 pre-school/foundation stage provision within the reception class setting. The Purpose of the EIA is to identify equalities 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

**What is the existing service, document or action being impact assessed?**

**What are the aims and objectives of this service, document or action?**

#### The Proposal

The Governing Body of Rothersthorpe CE Primary School and Innovate Multi Academy Trust are consulting on the proposal to lower the age range of the school from 4-11 years to 3-11 years to include pre-school/foundation stage 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 and Trust 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

Rothersthorpe CE Primary School is a small, Church of England, village primary school with approximately 85 pupils who are from the Village, Pineham, Hunsbury Meadow, West Hunsbury and

outlining area. The school became part of 'Innovate Multi Academy Trust' in September 2022. iMAT is a local Trust of six village primary schools in the local area.

Rothersthorpe is committed to '*valuing every child as an individual*' and its Christian ethos is to '*love your neighbour, as yourself*' Mark 12:31.

We are a happy, friendly and caring school that prides itself on being at the heart of our local community. Our school hall is also the village hall, offering an environment unique to our local area. We fully embrace our school family, village and church: a place where a range of people and groups gather together in the pleasure of learning and growing together.

### **What is the proposed change?**

The proposed change is that Rothersthorpe CE Primary School should lower the age range of the school from 4-11 years to 3-11 years to include a pre-school/foundation stage within the current reception class for September 2023. The Governing Body and Trust have stated that they believe including a pre-school/foundation stage 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 and Trust 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, Chair of Governors and Trust CEO.

### **Who is involved in the impact assessment?**

The Trust, school governors and trustees, staff, pupils, parents/carers, West Northamptonshire Council, Peterborough Diocese, Village Hall Committee, Parish Council, Church, community representatives and Rothersthorpe Day Nursery.

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?**

**What will the impacts on these groups be?**

**What evidence has been used to inform this view?**

**What plans are in place to mitigate any negative impacts identified?**

### **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. Rothersthorpe CE Primary School and Trust 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. Whilst the School is part of Innovate Multi Academy Trust it will still be required to 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 pre-school/foundation stage children.

### **Impact on Local Community**

The Governing Body and Trust 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 and Trust believe that including pre-school 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.

A school survey completed by parents who currently have pupils at our School showed that almost all, do not send their pre-schooler child to Rothersthorpe Day Nursery. Therefore, the impact on Rothersthorpe Day Nursery would be minimal. The School reception class PAN is 15 pupils and the maximum capacity in the current reception class setting is 22 pupils at any one time. The School can only provide pre-school provision during 'term time' and during school opening hours. Rothersthorpe Day Nursery is open 'all year and for longer hours' and provides provision from 3months+. School is not able to offer the same provision as Rothersthorpe Day Nursery and therefore this provides plenty of scope for parental choice.

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

Rothersthorpe is a 'Church of England' primary school and has Directors and Members on the school board and Trust from Peterborough Diocese.

The headteacher has completed the following actions to address any possible local community impact:

- A parent survey was conducted of pre-school interest to check any impact on Rothersthorpe Day Nursery. There seems to be minimal impact, as almost all of the interest is from parents whose pre-schoolers do not currently attend Rothersthorpe Day Nursery. They attend other Nurseries

and therefore our school is at risk of losing potential pre-schoolers to the other schools attached to those nurseries. Our School must work to remain sustainable for the future.

- A meeting was held with Rothersthorpe Day Nursery to discuss the different provision that the School would offer e.g. term time only; school time only; pre-school age only; limited spaces within the reception class, etc.
- A meeting was held with a West Northamptonshire Council representative to check our School proposals and provision.
- Sufficiency data was collected of local pre-school providers:
  - Number of PVI's in the local area: 9
  - Number of PVI's attached to a Church of England Primary School: 1
  - The population projections for 2 and 3 year olds within South Northants is predicted to see an increase of 4.8%, (from the Office of National Statistics)
  - South Northants live birth data for 2020/21 shows an increase in births – a rise of 14.8%

## 5. Making a Judgement

**Will your service, document or action have a positive, negative or neutral equality impact?**

**If it will have a positive impact on some groups and a neutral impact on others, is this justified?**

**Are there any existing or potential equality issues with your service, document or action that needs to be addressed?**

### **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 pre-school 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 achieved the highest inspection grading of 'excellent' 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 Rothersthorpe Village for parents/families. Therefore, this will have a positive impact on our local community.

Rothersthorpe is a 'Church of England' primary school and has Directors and Members on the school board and Trust from Peterborough Diocese.

Our pre-school/foundation stage 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'. The Christian ethos of the School is to '*Love your neighbour, as yourself*', Mark 12:13.

Rothersthorpe 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**

**Are there any actions that you have identified to address any potentially unjustified differences in impact on different equality groups?**

**Are there any actions you have identified to take advantage of an opportunity you have identified to promote equality and diversity?**

Not applicable.

## 7. Monitoring and Review

**If the actions identified in stage 6 are not incorporated into an existing action plan, how will you monitor them? When will you review this impact assessment? Who will be responsible?**

## 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: [www.rothersthorpeprimaryschool.net](http://www.rothersthorpeprimaryschool.net)**

At Rothersthorpe 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, our Trust, parents and their children and all agencies, The Church, Village Hall Committee, community and local groups with whom it works – *'love your neighbour, as yourself'*.

Rothersthorpe CE Primary School will continue to offer a unique environment to the school, village and church community. The school hall will continue to also be the village hall; a place where a range of people and groups gather in the pleasure of learning and growing together. The school will continue to work closely with the Village Hall Committee.

The School will continue to support and work closely with Rothersthorpe Day Nursery.

The Governing Body and Trust has stated that there is no intention for there to be any change to the ethos of the school.

Governors and the Trust will undertake a consultation exercise regarding the 'change of age-range' which will include letters and meetings to key stakeholder groups; staff meetings; an open meeting for parents/carers and the local community; consultation with other school Head teachers and Chairs of Governors; consultation with West Northamptonshire Council, Peterborough Diocese, School Trustees, Village Hall Committee and Rothersthorpe Day Nursery.