



Appendix E

Amalgamation between Runcton Holme CofE Primary School and Wormegay CofE Primary School

Equality Assessment – Findings and Recommendations

January 2021

This assessment helps you to consider the impact of the proposed changes on people with protected characteristics.

1. The purpose of an equality assessment

- a. The purpose of an equality assessment is to enable decision-makers to consider the impact of a proposal on different individuals and communities prior to the decision being made. Mitigating actions can then be developed if adverse impact is identified.

2. The legal context

- a. Public authorities have a duty under the Equality Act 2010 to consider the implications of proposals on people with protected characteristics. The Act states that public bodies must pay due regard to the need to:
 - i. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - ii. Advance equality of opportunity between people who share a relevant protected characteristic² and people who do not share it;
 - iii. Foster good relations between people who share a relevant protected characteristic and people who do not share it.

The full Act is available [here](#).

3. The assessment process

- a. This assessment comprises two phases:
 - i. Phase 1 – evidence is gathered on the proposal – looking at the people who might be affected, the findings of related assessments and public consultation, contextual information about local areas and populations and other relevant data. Where appropriate, engagement with residents, service users and stakeholders takes place, to better understand any issues that must be taken into account.
 - ii. Phase 2 – the results are analysed. If the assessment indicates that the proposal may impact adversely on people with protected characteristics, mitigating actions are identified.

When completed, the findings are provided to decision-makers, to enable any issues to be taken into account before a decision is made.

4. The proposal

- a. The proposal is to amalgamate Runcton Holme CofE Primary School with Wormegay CofE Primary School resulting in the closure of the Wormegay site.
- b. Both schools are rural schools, designated by the Department for Education as such. There is a presumption against the closure of rural schools. This does not mean that a rural school will never close, but the case for closure should be strong.
- c. Wormegay CofE Primary School is a small rural school with a Published Admission Number (PAN) of 7, and currently has 25 pupils on roll, as at December 2020, with a capacity of 49 pupils.
- d. Runcton Holme CofE Primary School is a small rural school with a PAN of 10, and currently has 35 pupils on roll, as at December 2020, with a capacity of 70 pupils.

- e. The two schools federated in 2012 before converting to Academy status within the Diocese of Ely Multi-Academy Trust in 2014.
- f. Wormegay had no new admissions into Reception in September 2020, catchment information suggests that this will continue.

5. Who is affected by this proposal?

- a. The proposal will affect adults, children and staff with the following protected characteristics:

People of all ages	YES
A specific year group: Primary age children (4-11) in parishes of Wormegay and Tottenhill who are currently on roll at Wormegay CofE Primary School	YES
Disability	NO
Gender reassignment	NO
Marriage/civil partnerships	NO
Pregnancy and maternity	NO
Race	NO
Religion/belief	NO
Sex	YES
Sexual orientation	NO

6. Potential impact

- a. The proposal, if implemented, will result in 19 children being displaced and will be offered a school place at a different school.
- b. Places are available for all displaced children at the amalgamated school on the Runcton Holme site.
- c. Parents will be contacted by the Local Authority to express a school place preference for the child(ren).
- d. The impact of the closure of the Wormegay site will mean a change in the school which serves the parishes of Wormegay and Tottenhill. It is proposed that the area served by the amalgamated school includes the parishes of Wormegay and Tottenhill to those already served by Runcton Holme CofE Primary School.
- e. There may be an impact on parental transport arrangements, the Runcton Holme site is 2.9 miles away from the Wormegay site, and although the majority of parents already drive their child(ren) to school a minority do not and will be impacted by this change.
- f. There is a potential impact on staff employed at Wormegay CofE Primary School. This will disproportionately affect women, but no further action is necessary as it is reflective that the majority of the Trust workforce is female, providing justification. Further, in general, the education sector has a greater proportion of female staff in comparison to male staff. DEMAT will seek to retain all staff, should the proposal be agreed.
- g. Work will be undertaken by the DEMAT HR team to identify a potential impact following the reorganisation.

7. Accessibility considerations

- a. Accessibility to a new school place will be supported by Norfolk County Council's Admissions team.

8. Recommended/mitigating actions

Action	Date
Work with affected staff	Spring term 2021
Work with parents who have children at Wormegay CofE Primary School re admission	Spring term 2021 (DEMAT) Summer term 2021 (LA)
Individual reviews for children with ECHPs	Spring term 2021 – early transition Summer term 2021 – full reviews
Work with families affected by transport changes	Summer term 2021

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