

Sir Francis Drake Primary School Equality Analysis

Name of proposal
Proposal to enlarge Sir Francis Drake Primary School from 1 to 2 forms of entry with effect from September 2016
Lead officer
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Other stakeholders
Sir Francis Drake Primary School The Governing Body Staff Parents/carers Pupils Evelyn Parents Forum Residents of Evelyn ward (Primary Place Planning Locality 5) Residents of Scawen Road, Grinstead Road and Trundley's Road
Start date of Equality Analysis
The assessment started in 2010 when the LA was invited to nominate schools to be rebuilt through the Priority Schools Building Programme
End date of Equality Analysis
The Mayor is the Decision Maker for school organisation proposals in Lewisham and will consider his decision on the proposal at the meeting of Mayor & Cabinet, June 25 th 2014.
Step1: Identify why you are undertaking an Equality Analysis
Members have received a series of reports setting out the pressure on school places. Demand for primary places has exceeded supply since 2008. The most recent report to Members (January 2014) can be accessed via the following link. http://councilmeetings.lewisham.gov.uk/documents/g2866/Public%20reports%20pack%2029th-Jan-2014%2019.30%20Children%20and%20Young%20People%20Select%20Committee.pdf?T=10 The Local Authority has identified a number of popular and successful schools in areas of high demand which could be enlarged in order to meet actual and projected demand for school places. This Equality Analysis has been undertaken in support of a proposal to enlarge Sir Francis Drake Primary School.
Step 2: Identify the changes to your service
The proposal to enlarge Sir Francis Drake Primary school permanently to 2 forms of entry would mean that, from 2016, the school would admit 60 children to the

Reception class each year until it became 2 forms of entry throughout in 2022. The school would receive additional revenue funding to meet the costs of educating the increasing number of pupils, primarily to employ additional teachers so that class sizes met class size legislation. A new, fully accessible, building would be provided through the Priority Schools Building Programme.

Step 3: Assessment of data and research

Projections are reviewed at least annually as the information on live births, applications to schools and the uptake of places across each year becomes available. The most recent update indicates that the demand for places will remain high and measures continue to be required to increase the supply of places through a mixture of permanent and temporary enlargements tailored to meet the needs of each area. Figures are set out in the following tables.

Year	Planned Admission Number	Forecast Reception demand	Shortfall
2014/15	3634	3989	355 (12 FE)
2015/16	3724*	3994	270 (9 FE)
2016/17	3754*	4083	329 (11.FE)
2017/18	3754*	4085	331 (11FE)

Sir Francis Drake Primary School is located in Primary Place Planning Locality 5, Deptford & New Cross. There is considerable housing development in the area, including brown-field sites for which Sir Francis Drake will be the nearest school. Developers' contributions will be available from some sites, but are insufficient by a significant margin to fund the required level of school place provision.

Whereas the birth rate in some areas has stabilised, it continues to increase in this part of the borough.

Births

Births September 1 st 2000 to August 31 st 2001	537
Births September 1 st 2009 to August 31 st 2010	655
Births September 1 st 2010 to August 31 st 2011	694
Increase 2000/01 to 2010/11	29%
Increase 2009/10 to 2010/11	6%

Schools in this area have been expanded since 2009. Deptford Park Primary was partially enlarged in 2009 & 10, and will offer additional Reception places in 2014. In 2012/13 Kender Primary School was enlarged from 1 to 2FE, having offered additional places in 2010 & 2011. . Other places have been provided through the partial enlargement of Grinling Gibbons (2011 & 2012) and St Joseph's RC Primary (2011, 2012 & 2013).

Projections produced in April 2014 indicate that at least 560 Reception places will be required each year, and currently 510 are available. Demand will continue to rise beyond the end of the decade. Approximately 1,300 additional dwellings are planned in the area.

Over the last decade the LA has worked closely with many schools which have expanded and has built up a body of expertise and good practice to help schools manage this change whilst maintaining high academic standards.

Step 4: Consultation

In 2010 the LA consulted with the Governing Body about its intention to submit a bid

to the Priority School Building Programme (PSBP) for the re-build and enlargement of the school. The Governing Body expressed concerns about the possibility that such a scheme might be delivered through a Private Finance Initiative (PFI) scheme. They agreed that the bid should go forward with final agreement being subject to the terms of the PFI. The LA's bid was successful but no further information was received until Autumn 2013 when it was confirmed that the re-build and enlargement would be funded by the government without a PFI element. Further information on PSBP can be accessed through the following link

<https://www.gov.uk/government/publications/psbp-list-of-successful-applicants>

The LA consulted with Governors in the Autumn term 2013 and it was agreed that consultation should start on a proposal to enlarge Sir Francis Drake from 1 to 2 forms of entry.

The consultation process is regulated by legislation which can be accessed through the following link.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/278422/School_Organisation_Guidance_2014_-_Annex_B.pdf

The following stakeholder groups must be consulted: Parents/carers. Pupils, staff and governors.

At the meeting of Mayor & Cabinet held January 15th 2014, the Mayor gave permission for the consultation to take place.

<http://councilmeetings.lewisham.gov.uk/documents/g2850/Public%20reports%20pack%2015th-Jan-2014%2018.00%20Mayor%20and%20Cabinet.pdf?T=10>

The results of the consultation were reported to him at the meeting of Mayor & Cabinet held April 9th 2014

<http://councilmeetings.lewisham.gov.uk/documents/s28377/Permanent%20Primary%20Places%20Holbeach%20John%20Ball%20Coopers%20Lane%20and%20Sir%20Francis%20Drake.pdf>

Three meetings have been held at the school in order to present information to parents/carers. The majority of respondents to the consultation oppose the proposal to enlarge the school. They are concerned that the site is too small to take an increased number of children. They feel that this will have a negative impact on the experience of the children already at the school including their access to space outdoors for play and physical exercise.

Step 5: Impact Assessment

The proposal is made in order to meet the requirements of two major pieces of legislation:

The Human Rights Act 1998 safeguards the rights of children in the Borough to educational provision, which the Council is empowered to provide in accordance with its duties under domestic legislation.

Section 14 of the Education Act 1996 obliges each local authority to ensure that there are sufficient primary and secondary schools available for its area i.e. the London Borough of Lewisham, although there is no requirement that those places should be exclusively in the borough. The Authority is not itself obliged to provide all the schools required, but to secure that they are available. In exercising its responsibilities under section 14 of the Education Act 1996 a local authority must do

so with a view to securing diversity in the provision of schools and increasing opportunities for parental choice.

The proposal to enlarge Sir Francis Drake Primary school will help to ensure that the increasing child population in the area will be able to access an education at a popular and successful school. As set out in the table in Section 3 projections indicate that demand for places will continue to be high in the area. Without additional school places families who did not already meet the admission criteria through having a child already at the school would have a reduced chance of being offered a place. They might instead be allocated a place at a school they had not chosen. This will increase the chances of families who are new to the area benefitting from a place at a school, with the consequence that the school will better reflect the characteristics of the local community. The new building will include a lift, which will mean that the school will continue to be fully accessible for staff or children with a disability.

The current school community has called attention to a number of aspects of the school which they feel will be adversely affected by increasing the size of the school. The notional amount of playground space per child will be reduced but that can be mitigated by the introduction of staggered play times and lunch breaks. This would also address concerns about playground safety for younger children.

The school has free access to areas such as Deptford Park. The proposal for the school site will include a landscaping scheme which will deliver a marked out area for ball games as well as other quieter areas for less boisterous play.

Enlarging the school will lead to changes for pupils already at the school. Children in the upper year groups may leave without benefitting from the re-modelled site and may experience some disruption during the site development. The construction programme will need to be managed to minimise this and thought be given to ways that they may be invited back to see the “new” school.

The major impact on staff will be the gradual enlargement of the staff group, bringing opportunities for wider sharing of ideas and good practice and greater development/promotion opportunities.

The gradual enlargement of the school will mean that local residents may experience a gradual increase in traffic and footfall at the start and end of the school day.

Step 6: Decision/ Result

This proposal advances equality of opportunity and does not have an adverse impact on the protected characteristics identified by the Equality Duty. The protected characteristics are age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation.

The proposal to enlarge Sir Francis Drake primary school will support Article 2 of the Human Rights Act - that everyone has the right to education.

The Local Authority has a legal duty to provide an adequate supply of school places and local families expect that where possible places will be provided in popular and successful schools. The LA has bid successfully to the Priority Schools Building Programme for funding which will deliver the re-build and enlargement of the school. This scheme would otherwise have been a call on the limited Basic Need allocation and would mean that other expansions would be delayed. Revenue funding for the increased number of pupils comes through the annual settlement. There will be no

call on the General Fund Resources of the Council.

Step 7: Equality Analysis Action Plan

Negative impacts

- 1) **Playground space:** The school should be supported to develop strategies for managing available space. There is a body of good practice in Lewisham schools with constrained sites.
- 2) **Disruption during the construction phase:** Children and adults who may be vulnerable during the construction phase should be identified, allowing sufficient time for individual protection plans to be developed as a construction programme is refined.
- 3) **Additional traffic:** the school should monitor travel patterns and keep its travel plan under review

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