

Equality Impact Assessment

Name of project/proposal Amalgamation of Park View Infant and Junior Schools, Basingstoke
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Department Childrens Services
Date of Assessment 26 Oct 2017

Description of Service / Policy

To amalgamate both schools and to form a primary school by closing the infant school and extending the age range of the junior school with implementation from January 2018.

Geographical impact* Basingstoke & Deane

Description of proposed change

To amalgamate both schools and to form a primary school by closing the infant school and extending the age range of the junior school. This will mean infant school staff will need to apply for posts in the primary school. The County Council will work with all affected staff and their professional associations to ensure the interests of all staff is fully considered.

Engagement and consultation

Has engagement or consultation been carried out? Yes

Consultation took place between the 27th June and 1 August 2017. Dedicated webpages, containing information on the consultation process, together with letters containing information and the link to the consultation webpages were sent to parents of the schools concerned and all other schools within two miles, together with a range of other local and relevant stakeholders. Four drop-in sessions were held, two at each school and were attended by a mixed audience including parents, staff, governors and other interested parties. A Public Notice was published between 22 September and 20 October seeking comments.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Statutory considerations

Impact

Age Impact	Low The revised staffing structure for the new school may result in some job losses. and some staff may consider they do not wish to apply for posts in the primary school. Depending on the outcome of the decision, HCC HR Dept will liaise with affected staff.
Disability	Neutral
Sexual Orientation	Neutral
Race	Neutral

Religion and Belief	Neutral
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Gender Reassignment	Neutral
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Gender	Neutral
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Marriage and civil partnership	Neutral
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Pregnancy and Maternity	Neutral
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Other policy considerations

Poverty	Neutral
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Rurality	Neutral
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Additional Information

Whilst the infant school will close the junior school will extend its age range to cater for those pupils currently on roll in the infant school. The schools share a site so provision will continue in its current location within a primary setting rather than separate infant and junior schools. This will provide opportunities for improving education in the locality following the infant school receiving an inadequate rating from Ofsted.