

Service and Community Impact Assessment (SCIA)

Front Sheet:

Directorate and Service Area:

**People
Sufficiency & Access**

What is being assessed (e.g. name of policy, procedure, project, service or proposed service change):

Expansion of Radley Church of England Primary School

Responsible owner / senior officer:

Barbara Chillman

Date of assessment:

February 2020

Summary of judgement:

Oxfordshire County Council, working with the leadership team of the school, proposes to expand Radley Church of England Primary School to 1 form of entry, which would involve increasing its admission number from 15 to 30 from September 2021 onward. Expansion of Radley CE Primary School is necessary to ensure the provision of sufficient school places across the Radley and Kennington areas, to accommodate increased demand for school places as a result of planned and permitted housing growth.

The proposed expansion would improve access to education for the local community, and would therefore have a positive impact for the local community.

Detail of Assessment:

Purpose of assessment:

Due to population growth and an increase in demand for school places across the Radley and Kennington areas, expansion of Radley Church of England Primary School to 1 form of entry is proposed. This SCIA is intended to provide an assessment to guide the process of expanding the school.

You should also include the following statement to clearly set out the reasons and context for undertaking the assessment:

Section 149 of the Equalities Act 2010 (“the 2010 Act”) imposes a duty on the Council to give due regard to three needs in exercising its functions. This proposal is such a function. The three needs are:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic, and those who do not.

Complying with section 149 may involve treating some people more favourably than others, but only to the extent that that does not amount to conduct which is otherwise unlawful under the new Act.

The need to advance equality of opportunity involves having due regard to the need to:

- remove or minimise disadvantages which are connected to a relevant protected characteristic and which are suffered by persons who share that characteristic,
- take steps to meet the needs of persons who share a relevant protected characteristic and which are different from the needs other people, and
- encourage those who share a relevant characteristic to take part in public life or in any other activity in which participation by such people is disproportionately low.
- take steps to meet the needs of disabled people which are different from the needs of people who are not disabled and include steps to take account of a person’s disabilities.

The need to foster good relations between different groups involves having due regard to the need to tackle prejudice and promote understanding.

These protected characteristics are:

- age
- disability
- gender reassignment

- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – this includes lack of belief
- sex
- sexual orientation
- marriage and civil partnership

Social Value

Under the Public Services (Social Value Act) 2012 the Council also has an obligation to consider how the procurement of services contracts with a life value of more than £173,934¹ might improve the economic, social, and environmental well-being of the area affected by the proposed contract, and how it might act to secure this improvement. However, it is best practice to consider social value for all types of contracts, service delivery decisions and new/updated policies. In this context, 'policy' is a general term that could include a strategy, project or contract.

Context / Background:

School capacity is being planned strategically across the Radley and Kennington area, which contains two schools, Radley CE Primary School and St Swithun's CE Primary School. At the time of writing, outline planning permission has been granted for 240 new homes in Radley, as allocated in the Vale of the White Horse District Council Local Plan. It is estimated that, when fully occupied, this development will result in approximately 65 additional primary school pupils in the village.

Full planning permission has also been granted for 283 homes in South Kennington. While the latter dwellings will be closer in distance to St Swithun's CE Primary School in Kennington, they will sit within the designated area for Radley CE Primary School and so are likely to increase demand for places at Radley as well as at St Swithun's (which has recently been expanded to 2 form entry and is unable to expand further).

In recent years nearly all children admitted have lived within the designated area for Radley CE Primary School; in some years the school has already had to refuse places to children living within the designated area. The county council therefore considers it essential to expand Radley CE Primary School to ensure sufficient pupil places are available in Radley.

Expansions of both the primary schools in this area are therefore necessary so that, between them, these schools will jointly serve the needs of housing planned and permitted across these parishes and the schools' designated areas. The expansion of St Swithun's CE Primary School from 1.5 form entry to 2 form entry has already been approved and completed. The school's site area would not support further expansion.

¹¹ [EC Procurement Threshold for Services](#)

Proposals:

The expansion of Radley CE Primary School is proposed to meet the current and future demand for places at the school, including the forecast demands of the growing population in the area, and to allow for population fluctuations and movement into the area by new families, including into new homes planned and permitted to be built across the parishes of Radley and Kennington.

Pupil Census Data from October 2019 shows that, at this time, Radley CE Primary School had 106 pupils on roll, so has already exceeded its capacity of 105. Current pupil forecasts (calculated summer 2019) indicate that numbers are expected to grow rapidly at the school, with an increasing shortage of places if the school does not expand. Reception pupil numbers are also forecast to persistently exceed the current admission number of 15.

Expansion of the school would also enable the school to admit children in forms of 30. Pupils would then potentially stay in those single age classes as they progressed up through the school, rather than being taught in mixed-age classes. As such, the proposed expansion is expected to support the effectiveness of teaching at the school. It will also help improve the school's financial viability in future, due to increased pupil funding and economies of scale.

If Radley CE Primary School expands to 1 form of entry (30 children per year group) on a permanent basis, the county council considers there will be sufficient places to meet the scale of currently forecast population growth in the area.

The school also offers nursery provision, and the proposed expansion would increase the number of nursery places provided from 48 part-time equivalent to 52 part-time equivalent.

Radley CE Primary School is rated Good by Ofsted (last inspected February 2019), so the proposed expansion would be supportive of high educational standards and parental choice. It would also maintain parental choice for existing families and those moving into the village and the surrounding area, and prevent unnecessary increases in travel time and costs for families in the area, who might otherwise have to accept places at schools further away from where they live.

Evidence / Intelligence:

Approximately 523 new homes are permitted across the Radley and Kennington areas, with an expected pupil generation of approximately 145 pupils from these developments. Radley CE Primary School is already at full capacity, and pupil numbers have risen at St Swithun's CE Primary School since its expansion. As of October 2019, St Swithun's had 26 spare places.

School admissions data provide evidence of parental preference for schools, and show that, for the 2018 and 2019 Reception intakes, Radley CE Primary School

received more first preference applications than places available. In 2018, some children living within the school's designated area were unable to obtain a place at the school.

Annual pupil forecasts are calculated, based on demographic forecasts and planned housing growth, to identify where additional school places will be needed. These show that pupil numbers in the Abingdon North planning area (in which Radley is located) are expected to continue to increase.

Given the scale of local housing growth, further additional capacity is necessary to ensure parents have a satisfactory choice of local school places, and Radley's expansion will offer an additional 105 places. St Swithun's CE Primary School's site area would not support further expansion.

Although the additional places from Radley's expansion is less than the expected pupil generation of the two housing developments, St Swithun's will be able to accommodate the balance. Although the school currently only has a few spare places, some of the pupils attending St Swithun's live outside of the catchment area, particularly in Oxford. This is partly a legacy from earlier years when there was a shortage of school places in Oxford. There is now sufficient capacity within Oxford, so that future pupils will not need to travel to St Swithun's. and this will free up capacity for pupils living in Kennington.

The Ofsted report on the most recent inspection of Radley CE Primary School assesses the educational standards and effectiveness of provision at the school, and notes that the school continues to be good. The school has been rated Good at every Ofsted inspection since November 2009.

An initial consultation into the proposed expansion was carried out from Monday 13 January to Monday 10 February 2020. The consultation was hosted on the OCC public website, with relevant stakeholders informed, including local county and district councils, parish councils, the local MP and headteachers of nearby schools. A link was provided to the consultation on the school website, and a meeting was also held at the school in January 2020 to discuss the proposal with parents. Feedback received has been used to inform the proposal and judgements about impact.

Alternatives considered / rejected:

The county council has a statutory duty to ensure sufficient school places. Given the current and expected growth in the school age population in this area, doing nothing would have led to failure to meet this statutory duty.

The only other school within walking distance of the planned housing developments is St Swithun's CE Primary School in Kennington. This has already expanded to 2 form entry, and its site area does not support further growth. Pupil generation estimates indicate this will not be sufficient to meet the needs of all the housing growth.

The number of additional places confirmed as being required in the area would not necessitate provision of a new school. To meet the needs of housing already underway, therefore, an expansion of Radley CE Primary School is the most appropriate option.

Impact Assessment:

Impact on Individuals and Communities:

Age

The proposed expansion will help to enable pupils living in the areas of Radley and Kennington to attend a school close to where they live, and will therefore have a positive impact. If school places are not available within the heart of the community for children living on new housing developments this can affect access to out of school activities, social contact with peers, travel patterns and community cohesion. Radley CE Primary School is rated “Good” by Ofsted so its expansion will ensure more children are able to attend a good school.

The increase in nursery provision at the school as a result of the expansion will enable more children living in the Radley area to access early years education close to where they live, and will therefore also have a positive impact for pre-school age children and their families.

Disability

Radley CE Primary School is a mainstream school. The expansion is not expected to have an impact on provision for children with disability and Special Educational Needs attending this school, or who may attend the school in the future.

Religion/belief

Oxfordshire’s education providers include a balance of Church of England, Roman Catholic and non-faith schools. The only specific religions provided for, therefore, are CE and RC. Children of other faiths may choose a secular education or Christian education, or be educated outside the state sector. Radley CE Primary School provides faith-based education, however other nearby schools offer secular education, so the proposed expansion is not expected to have a significant impact on the balance of parental choice in the area.

Sex

Radley CE Primary School offers coeducational provision, as do other nearby primary schools (the only single sex schools in the county are two secondary schools in Didcot), so the expansion is not expected to have an impact in this respect.

Rural communities

Rural communities, as a result of the more dispersed population, typically experience a smaller choice of schools within a reasonable distance than schools in urban areas. If rural parents are unable to secure a place at their local school

they are likely to face a longer journey to an alternative school than is the case in urban areas, and as a result may have to choose vehicular travel to school rather than walking or cycling. As a rural school, the expansion of Radley CE Primary School would help improve the chances of parents living in the villages of Radley and Kennington of securing a place at a nearby school, reducing travel distances and improving community cohesion.

Rural schools, such as Radley, are often small, and face more challenging financial circumstances. Expansion of small schools, where supported by local population growth, helps to maintain their viability and ensure continued village education provision.

No specific impact has been identified on the following groups:

- Gender reassignment
- Race/nationality
- Pregnancy and maternity
- Sexual orientation
- Marriage and civil partnership
- Areas of deprivation

Risks	Mitigations
Insufficient special school places are created at the expanded school	Annual pupil forecasting and close cooperation with district councils to forecast as accurately as possible future demand. The size of the proposed school expansion has been determined based on analysis of current and future demand for school places in the area.

Impact on Staff:

Staff

Where schools have to turn away children due to a shortage of capacity, Admissions staff may experience stress, and negative behaviour from angry and upset parents.

Risks	Mitigations
Insufficient school places are created at the expanded school, resulting in staff experiencing negative responses from parents.	Annual pupil forecasting and close cooperation with district councils to forecast as accurately as possible future demand. The size of the proposed school expansion has been determined based

	on analysis of current and future demand for school places in the area.
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Impact on other Council services:

Other council services
 Transport – if school places are not available close to where children live, more parents will drive their children to school, exacerbating traffic problems. If children have to be allocated schools beyond walking distance, the county council will need to fund transport.
 Strategic planning – if sufficient school places cannot be agreed to meet the needs of housing growth, there will be a detrimental impact on strategic planning links with local planning authorities.

Risks	Mitigations
There is a mismatch between where school places are available and where parents live, resulting in increased traffic and transport costs.	Expansion of school capacity serving the Radley and Kennington areas will enable children living in these villages to attend schools closer to their home. The need for additional school capacity has been considered in line with housing growth across these areas.
Expansion of school capacity does not meet the needs of housing growth in the area.	Close working relationships between School Organisation & Planning, the county council strategic planning team, and district council planning teams to identify the scale and timing of the new school provision required and secure sufficient developer contributions.

Impact on providers:

Providers: schools
 Where other school in the area have to turn away children due to a shortage of capacity, school staff may experience stress, and negative behaviour from angry and upset parents.
 Insufficient school places in the area could require schools to take additional intakes at short notice, with negative organisational and financial impacts.
 If surplus places are created, existing schools may see a reduction in pupil numbers, and hence budgets. Even where the creation of new places is in line with the scale of population growth, the initial impact of school expansions may have a destabilising effect on pupil numbers at other nearby schools.

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Risks	Mitigations
Insufficient school places are created at the expanded school, resulting in staff experiencing negative responses from parents.	Annual pupil forecasting and close cooperation with district councils to forecast as accurately as possible future demand. The size of the proposed school expansion has been determined based on analysis of current and future demand for school places in the area.
The school expansion may lead to a reduction in pupil numbers at other nearby schools, especially in the short-term	The demand and supply for school places in the area are monitored, considering planned and permitted housing growth. Admission data on preferences for schools in the area has been analysed. The scale of expansion in this case is small, and unlikely to have a significant impact on other schools given the scale of local housing growth.

Social Value

If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area.

How might the proposal improve the economic well-being of the relevant area?

The proposed expansion may require additional staff at the school, thus creating jobs in the area.

How might the proposal improve the environmental well-being of the relevant area?

Provision of additional school places within walking distance of families living in Radley will reduce the need for pupils to travel to school by car or bus. For families living in Kennington, who may choose to attend the expanded school instead of one further away, travel distances will be reduced.

Action plan:

Summarise the actions that will be taken as a result of the assessment, including when they will be completed and who will be responsible. It is important that the

officer leading on the assessment follows up to make sure the actions are completed, and updates the assessment as appropriate. Any significant risks identified should also be added to the appropriate service or directorate risk register, to ensure they are appropriately managed and reviewed.

Action	By When	Person responsible
Statutory notice on expansion consultation	2 - 30 March 2020	Barbara Chillman
Decision on expansion consultation	13 May 2020	Cabinet Member for Education & Cultural Services
Increase in the school's admission (if approved by Cabinet Member for Education & Cultural Service)	1 September 2021	Barbara Chillman

Monitoring and review:

Try to be as specific as possible about when the assessment will be reviewed and updated, linking to key dates (for example when consultation outcomes will be available, before a Cabinet decision, at a key milestone in implementation)

Person responsible for assessment:

Version	Date	Notes (e.g. Initial draft, amended following consultation)
2020.1	February 2020	Initial draft
2020.2	April 2020	Review following statutory representation period – no changes made