

# Impact Needs/Requirement Assessment Completion Form

## APPENDIX 4

<b>Department:</b> Regeneration & Major Projects	<b>Person Responsible:</b>
<b>Service Area:</b> Property & Asset Management	<b>Timescale for Equality Impact Assessment :</b>
<b>Date:</b> 28 <sup>th</sup> March 2011	<b>Completion date:</b> 30 <sup>th</sup> March 2011
<b>Name of service/policy/procedure/project etc:</b> New-build 2Forms of Entry Islamia Primary School on the existing school site.	<b>Is the service/policy/procedure/project etc:</b>  New ✓ <input type="checkbox"/> <del>Old</del> <input type="checkbox"/>
 Predictive ✓ <input type="checkbox"/>  Retrospective <input type="checkbox"/>	 <del>Adverse impact</del> <input type="checkbox"/>  Not found ✓ <input type="checkbox"/> <del>Found</del> <input type="checkbox"/>  Service/policy/procedure/project etc, amended to stop or reduce adverse impact  <del>Yes</del> <input type="checkbox"/> No ✓ <input type="checkbox"/>
<b>Is there likely to be a differential impact on any group?</b>  <del>Yes</del> <input type="checkbox"/> No ✓ <input type="checkbox"/>	<b>Please state below:</b>
1. Grounds of race: Ethnicity, nationality or national origin e.g. people of different ethnic backgrounds including Gypsies and Travellers and Refugees/ Asylum Seekers  <del>Yes</del> <input type="checkbox"/> No ✓ <input type="checkbox"/>	2. Grounds of gender: Sex, marital status, transgendered people and people with caring responsibilities  <del>Yes</del> <input type="checkbox"/> No ✓ <input type="checkbox"/>
3. Grounds of disability: Physical or sensory impairment, mental disability or learning disability  <del>Yes</del> <input type="checkbox"/> No ✓ <input type="checkbox"/>	4. Grounds of faith or belief: Religion/faith including people who do not have a religion  <del>Yes</del> <input type="checkbox"/> No ✓ <input type="checkbox"/>
5. Grounds of sexual orientation: Lesbian, Gay and bisexual  <del>Yes</del> <input type="checkbox"/> No ✓ <input type="checkbox"/>	6. Grounds of age: Older people, children and young People  <del>Yes</del> <input type="checkbox"/> No ✓ <input type="checkbox"/>
<b>Consultation conducted</b>  Yes ✓ <input type="checkbox"/> See attached Consultation Statement <del>No</del> <input type="checkbox"/>	
<b>Person responsible for arranging the review:</b> Richard Barrett, Head of Property & Asset Management	<b>Person responsible for publishing results of Equality Impact Assessment:</b> Richard Barrett, Head of Property & Asset Management
<b>Person responsible for monitoring:</b> As above	<b>Date results due to be published and where:</b>
<b>Signed:</b>	<b>Date:</b> 30 March 2011

Please note that you must complete this form if you are undertaking a formal Impact Needs/Requirement Assessment. You may also wish to use this form for guidance to undertake an initial assessment, please indicate.

### 1. What is the service/policy/procedure/project etc to be assessed?

The project to be assessed consists of a proposed new build 2FE Islamia Primary School on the existing school site, by May 2012.

### 2. Briefly describe the aim of the service/policy etc? What needs or duties is it designed to meet? How does it differ from any existing services/ policies etc in this area

Brent Council has a statutory duty to provide school places for its pupils, where needed. This proposed new build project will facilitate the Council in its duty.

The proposed new-build school will accommodate the expanded pupil numbers that are currently based at both the main school site and at its annexe building at Winkworth Hall and will serve, principally, Brent pupils of a Muslim faith.

Islamia Primary School is a popular Muslim school and, by permanent expansion to 2FE, which equates in total to 420 pupils, will offer parents in Brent diversity and choice in school accommodation.

#### Demand for Primary Places:

In 2009-10, Brent Council analysed the increased demand for places and prudently added a further 68 Reception 'bulge' places, at Anson Primary School (7) Park Lane (30) Brentfield (30) Avigdor Hirsch Torah Temimah (1), providing a total of 3428 Reception places. Despite adding new places, there remains a shortfall of Reception places in the borough. As at 29 July 2010, there were 164 primary aged children without a school place for the 2009/10 academic year.

For 2010-11, temporary and permanent provision of 135 additional Reception places has been added for September 2010 in the following schools; Brentfield (30) Wykeham (30) Braintcroft (30) Islamia (30) St Robert Southwell (15).

The demand for Reception places is significantly greater than the number of available places. As at 26 October 2010, 634 primary aged pupils remained without a school place, of which, 150 pupils are Reception aged children.

Under sections 13 and 14 of The Education Act 1996, as amended by The Education and Inspections Act 2006, a local education authority has a general statutory duty to ensure that there are sufficient school places available to meet the needs of the population in its area. LA must promote high educational standards, ensure fair access to educational opportunity and promote the fulfilment of every child's educational potential. They must also ensure that there are sufficient schools in their area and promote diversity and increase parental choice. To discharge this duty the LA has to undertake a planning function to ensure that the supply of school places balances the demand for them.

The Executive report scheduled for April 11 2011 identifies the proposed expansion rebuild at Islamia Primary School and that the school will operate a catchment area within Brent, giving a priority to Muslim children who live within the school's catchment area.

Islamia Primary School is located at Salusbury Road, London NW6 6RG. It is a Voluntary aided maintained school and is governed by its Governing Body.

### 3. Are the aims consistent with the council's Comprehensive Equality Policy?

Yes; Islamia Primary School is situated in a relatively socially advantaged area, but caters for pupils from a wide socio-economic mix. See also paragraph 6 below.

The permanent expansion will improve choice and diversity. The impact on Equalities will be kept under review and reported to the members on an annual basis.

### 4. Is there any evidence to suggest that this could affect some groups of people? Is there an adverse impact around race/gender/disability/faith/sexual orientation/health etc? What are the reasons for this adverse impact?

Islamia Primary School is an existing school where the proposed new build will be accommodated within the existing school site. The school already operates, largely, as a 2 Form of Entry school; the proposed new build will enable the school to take a full capacity of 420 pupils, which equates to 2FE. It is recognised that there may be an impact on the volume of traffic. However, there is a planning requirement to help ease traffic related issues that incorporates Highways works, street tree planting, other traffic calming measures and the approval and implementation of a School Travel Plan.

5. Please describe the evidence you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply us with the evidence you used to make your judgement separately (by race, gender and disability etc).

The proposed new build at Islamia Primary School will assist in meeting the demand in school places.

There is a shortage of sufficient school places in Brent. The number of unplaced children and vacancies are constantly fluctuating, but overall demand is exceeding supply in the lower year groups (reception to Year 2), in particular, which is correlated to the pattern of rising demand in the borough as across London, over the last three years.

According to the GLA's current projection of school rolls (based on the January 2010 pupil census data), the number of four year olds on roll is expected to rise by over 300 pupils between 2010 and 2013, after which the demand is projected to decrease slightly. However, the impact of rising birth rates may further impact on the demand for reception places.

In 2008, the Council consulted widely on schools strategy in Brent, receiving over 800 responses. Brent residents were in favour of the Council's strategy for school places and believed that the LA should play a major role in managing and running schools. Over two thirds of participants did not feel they were disadvantaged in obtaining a school place for their children due to any of the main diversity strands. Over, 90% did not feel they were disadvantaged due to their gender. This was also true for 85% of participants in relation to disability; 77% in relation to ethnicity; and 66% in relation to their faith.

6. Are there any unmet needs/requirements that can be identified that affect specific groups? (Please refer to provisions of the Disability Discrimination Act and the regulations on sexual orientation and faith, Age regulations/legislation if applicable)

The proposed new build 2FE school will incorporate SEN specialist provision and will be DDA compliant. As such, the proposed new build will have a positive impact in terms of compliance with the standards, quality and range of educational provision for children with special educational needs.

7. Have you consulted externally as part of your assessment? Who have you consulted with? What methods did you use? What have you done with the results i.e. how do you intend to use the information gathered as part of the consultation?

The proposed rebuild of Islamia Primary School on the existing school site has been the subject of numerous consultation meetings.

A Consultation Statement and schedule is attached at APPENDIX 5, attached. In addition to the Public, Key Stakeholders and Statutory Consultation meetings, Brent Senior Officers have, since November 2010, held a series of monthly project specific meetings with Islamia Primary School. The Head of Property and Asset Management has also met with Councillor Green (ward councillor) and a representative of the Queens Park residents' association in February 2011 to discuss development issues for Islamia Primary School. Brent also runs a website that informs the wider community of the new-build proposal.

8. Have you published the results of the consultation, if so where?

A précis of consultation meetings may be found on the attached Consultation Statement.

9. Is there a public concern (in the media etc) that this function or policy is being operated in a discriminatory manner?

There is a risk of a judicial review in respect of procedural issues associated with the planning application process.

10. If in your judgement, the proposed service/policy etc does have an adverse impact, can that impact be justified? You need to think about whether the proposed service/policy etc will have a positive or negative effect on the promotion of equality of opportunity, if it will help eliminate discrimination in any way, or encourage or hinder community relations.

Not applicable.

11. If the impact cannot be justified, how do you intend to deal with it?

Not applicable

12. What can be done to improve access to/take up of services?

Not applicable

13. What is the justification for taking these measures?

Not applicable

14. Please provide us with separate evidence of how you intend to monitor in the future. Please give the name of the person who will be responsible for this on the front page.

Schools are subject to performance monitoring in order to comply with DFE requirements. This includes data on disability, ethnicity and gender of children.

The impact on Equalities will be kept under review and reported to the members on an annual basis.

15. What are your recommendations based on the conclusions and comments of this assessment?

To seek approval to the recommendations in the correlated report to Brent Executive on 11 April 2011 for the rebuild of Islamia Primary School.

Should you:

1. Take any immediate action? Not applicable
2. Develop equality objectives and targets based on the conclusions? Not applicable
3. Carry out further research? Not applicable

16. If equality objectives and targets need to be developed, please list them here.

Not applicable

17. What will your resource allocation for action comprise of?

There is mixed funding streams as scheduled below:

Proposed Funding Source	Available Amount £ (gross)
Targeted Capital Fund (TCF)	£3,960,000
Primary Capital Programme (PCP)	<b>£2,932,000</b>
LCVAP	£340,000
LA VAT (reclaimable)	£326,000
Governors' 10% contribution (mandatory)	£755,800
Governors' additional contribution (voluntary)	£524, 608
	<b><u>£8,856,408</u></b>

If you need more space for any of your answers please continue on a separate sheet

Signed by the manager undertaking the assessment:

Full name (in capitals please): Richard Barrett

Date: 30 March 2011

Service Area and position in the council:

Head of Property & Asset Management; Regeneration and Major Projects

Details of others involved in the assessment - auditing team/peer review:

Once you have completed this form, please take a copy and send it to: **The Corporate Diversity Team, Room 5  
Brent Town Hall, Forty Lane, Wembley, Middlesex HA9 9HD**