

**Equality Impact Assessment – Proposal for the redevelopment of the Ronald Ross Primary School site (West Hill Ward)  
as a one form entry primary school co-located with Greenmead School**

Department	Education and Social Services Department
Decision	<p>The Executive is recommended to</p> <ul style="list-style-type: none"> <li>(a) agree the publication of a statutory notice to expand Paddock School from 1st September 2017 to offer up to 250 places for pupils aged 2 to 11 with severe and complex learning difficulties, or ASD with moderate/severe learning difficulties, and pupils aged 11 to 19 with severe and complex learning difficulties or an ASD with SLD;</li> <li>(b) agree that consultation takes place with Greenmead School that from 1st September 2017 it relocates to share a site with Ronald Ross Primary School;</li> <li>(c) agree that consultation takes place with Ronald Ross Primary School on the proposal that the school is re-built and that Greenmead School is co-located on the current Ronald Ross site from September 2017;</li> <li>(d) agree to a capital budget variation of £371,000 in 2014/15 for non planning surveys and feasibility studies;</li> <li>(e) agree to appoint WYG Management Services Ltd as the Council's design and project management consultants;</li> <li>(f) authorise the Head of Property Services and the Head of Planning and Capital Development to undertake all actions necessary to procure the construction of the new school (including any surveys and appointment of consultants) and the invitation of tenders from contractors selected through the OJEU process.</li> </ul>
Involved in preparation	Special Services Planning Team, Planning and Capital Development Team, Policy, Planning, Review & Information Team, and the Directorate, Education and Social Services; Environment and Community Services Department.

<b>Key dates for the assessment</b>
<p>EIA completed – 9.09.14</p> <p>Consultation - post September Executive</p>

## **1. Aims of the decision**

There is a need to secure up to 100 to 110 additional places for children aged 2 to 19 with learning disabilities and autistic spectrum disorder (ASD) at Paddock Special School. In terms of class space this is roughly equivalent to a 1.5 form entry primary school.

The aim of this decision is for the Executive to approve proposals to create the additional special school places required by redeveloping the site of Ronald Ross Primary School (West Hill) as a one form entry primary school co-located with Greenmead Special School for pupils aged 2 to 11 with profound and multiple learning difficulties (PMLD), physical disabilities (PD), and severe learning difficulties (SLD) and complex needs. Greenmead School currently shares a site at St Margaret's Crescent (West Putney) with Paddock Primary Department. Releasing the part of the site currently occupied by Greenmead School would allow Paddock to expand its primary department and for Key Stage 3 pupils to move from Paddock Secondary (Priory Lane site, Roehampton), thus providing additional secondary places.

## **2. Rationale behind the decision?**

Over recent years there has been a significant increase in the demand for places in specialist provision, mainly but not exclusively in special schools. This is largely due to the birth and school age population growth and the impact of medical advances/diagnostic practices. This has resulted in a significant shortfall in places for children who would attend Paddock School for children with learning disabilities and ASD. Following consideration of the various options and discussions with the heads of Greenmead and Paddock Schools the best option is to relocate Greenmead School from the site that it currently shares with Paddock Primary to co-locate with a mainstream primary school and to redevelop the Greenmead site to allow expansion by Paddock.

Ronald Ross Primary School site offer the best option to co-locate a 1FE primary school and a primary special school. Greenmead pupils (as well as those at Ronald Ross) will benefit from the inclusion opportunities that will be provided from co-location with an accessible primary school. Ronald Ross requires significant maintenance and rebuilding the school will address these issues.

### **3. Consultation**

The Committee Paper recommends that the Executive authorise a consultation on the proposals for the expansion of Paddock and for the redevelopment of Ronald Ross Primary School site to allow co-location with Greenmead. This EIA will be updated with any feedback given during the consultation.

3. Data held on the likely impact of the decision in relation to protected characteristics																																																		
	List data held	Gaps in information																																																
Race	<p>Ethnic breakdown for each school is as follows (based on January 2014 School Census).</p> <p>Paddock:</p> <table border="1"> <thead> <tr> <th></th><th>Paddock</th><th>All schools</th></tr> </thead> <tbody> <tr> <td>White</td><td>27.2%</td><td>39.5%</td></tr> <tr> <td>BME</td><td>67.7%</td><td>59.2%</td></tr> <tr> <td>Asian or Asian British</td><td>15.2%</td><td>18.3%</td></tr> <tr> <td>Black or Black British</td><td>38.6%</td><td>24.8%</td></tr> <tr> <td>Mixed</td><td>10.1%</td><td>12.1%</td></tr> <tr> <td>Other</td><td>3.8%</td><td>4.0%</td></tr> <tr> <td>Unknown</td><td>4.4%</td><td>1.3%</td></tr> </tbody> </table> <p>Paddock has a higher proportion of BME pupils when compared to the average figures for all schools in the borough. In particular it has a high proportion of Black or Black British pupils.</p> <p>Greenmead School:</p> <table border="1"> <thead> <tr> <th></th><th>Greenmead</th><th>All schools</th></tr> </thead> <tbody> <tr> <td>White</td><td>51.0%</td><td>39.5%</td></tr> <tr> <td>BME</td><td>36.7%</td><td>59.2%</td></tr> <tr> <td>Asian or Asian British</td><td>4.1%</td><td>18.3%</td></tr> <tr> <td>Black or Black British</td><td>22.4%</td><td>24.8%</td></tr> <tr> <td>Mixed</td><td>6.1%</td><td>12.1%</td></tr> <tr> <td>Other</td><td>4.1%</td><td>4.0%</td></tr> <tr> <td>Unknown</td><td>2.0%</td><td>1.3%</td></tr> </tbody> </table>		Paddock	All schools	White	27.2%	39.5%	BME	67.7%	59.2%	Asian or Asian British	15.2%	18.3%	Black or Black British	38.6%	24.8%	Mixed	10.1%	12.1%	Other	3.8%	4.0%	Unknown	4.4%	1.3%		Greenmead	All schools	White	51.0%	39.5%	BME	36.7%	59.2%	Asian or Asian British	4.1%	18.3%	Black or Black British	22.4%	24.8%	Mixed	6.1%	12.1%	Other	4.1%	4.0%	Unknown	2.0%	1.3%	
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Greenmead has a lower than average proportion of BME pupils when compared to schools across the borough. In particular, it has a very low proportion of Asian or Asian British pupils and Mixed pupils.

Ronald Ross School:

	Ronald Ross	All schools
White	20.1%	39.5%
BME	79.9%	59.2%
Asian or Asian British	36.1%	18.3%
Black or Black British	20.2%	24.8%
Mixed	16%	12.1%
Other	7.6%	4.0%
Unknown	0%	1.3%

Ronald Ross has a higher proportion of BME pupils when compared with the average figure for schools across Wandsworth. In particular, it has a very high proportion of Asian or Asian British pupils and a higher than average proportion of Mixed pupils.

Gender	<p>Across the borough, 52.3% of school pupils are male and 47.7% are female.</p> <p>29.1% of pupils at Paddock School are female, whilst 70.9% are male. As such, there is a significant overrepresentation of male pupils at this school in comparison to the borough average. This is to be expected given that the ratio of females to males with ASD is about 1:4.</p> <p>46.9% of pupils at Greenmead School are female, whilst 53.1% are male. These figures are broadly in line with the borough average.</p> <p>Ronald Ross School has 49.2% female pupils and 50.8% male pupils. Again, these figures are broadly in line with the borough average.</p>	
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Disability	<p>Greenmead School is approved to provide education for children with PMLD, PD, SLD (Profound and Multiple Learning Difficulties, Physical Disabilities, Severe Learning Difficulties) and complex needs aged 2-11 From 1<sup>st</sup> September 2014 Greenmead School will admit up to 72 pupils, an increase from its current capacity of 45 pupils. The roll in September 2014 is expected to be around 55 pupils, increasing by a further 12 to 15 pupils over the next 2 years. After that the roll is expected to stabilise as the number of leavers and new entrants becomes more balanced.</p> <p>Paddock School is approved to provide education for children aged 2 to 11 with severe and complex learning difficulties or ASD with moderate/severe learning difficulties and children aged 11 to 19 with severe and complex learning difficulties or an ASD with SLD. The secondary department of Paddock is full (the authorised capacity of the permanent primary and secondary sites is 135 places). Over the next two years the number of leavers should enable pupils currently on the roll of Paddock Primary to be admitted at secondary transfer, but not pupils needing to transfer from mainstream schools, resource bases or other specialist provision, including children who have had to be placed in primary independent special schools. From September 2016 there may be insufficient places for all pupils on roll in the primary department to transfer to the secondary department at age eleven.</p>	
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	<p>The SEN breakdown for Ronald Ross School is as follows:</p> <table><tr><td>School Action</td><td>10.9%</td></tr><tr><td>School Action Plus</td><td>4.6%</td></tr><tr><td>Statemented</td><td>2.1%</td></tr><tr><td>No SEN</td><td>82.4%</td></tr></table> <p>The proportion of children at Ronald Ross on School Action is broadly in line with the borough average (10.7%) however there are significantly fewer children on School Action Plus when compared with the borough average (8.2%). Again, the number of Statemented children is lower than the borough average, which is 4.5%.</p>	School Action	10.9%	School Action Plus	4.6%	Statemented	2.1%	No SEN	82.4%	
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Age	Paddock School provides education for children aged 2 to 19. Greenmead School provides education for children aged from 2 to 11. Ronald School provides education for children aged from									



	4-11.	
Faith	None	Information not currently collected
Sexual Orientation	None	Information not currently collected.

**4. What does available information show in relation to the potential impact of the proposed policy? What is the impact on different groups? Please give details**

The aim of the policy is intended to provide sufficient high quality places in borough for children with severe and complex special educational needs (SEN).

	Positive impacts	Possible negative impacts
Disability	<p>As highlighted in section 3 there is need for additional places at Paddock School. The proposals will ensure that there are sufficient places to meet demand. If these places were unavailable children with learning disabilities and ASD would have to be placed in a range of different schools, mainly within the independent sector. Some of those placements are likely to be at some distance from the borough with long travelling times that are inappropriate for any young person but especially those with this range of complex needs.</p> <p>The proposals will enable nursery provision to be reinstated at Paddock. At present young children with the range of needs met by Paddock are either being supported at the specialist early years ASD bases or at the specialist early years centre at Siward Road, preventing other children from accessing those places. In addition the Paddock children face an unnecessary</p>	<p>Pupils at Greenmead will change their location. The new site is possibly slightly more centrally located and may reduce travelling times for some pupils, although others may have slightly longer journeys. The location is close to Linden Lodge School to which many pupils transfer at secondary age. The impact of the change of site will be mitigated by the fact that the move will take place over the summer holiday period and the pupils will be unaffected by any building works. They will benefit from new facilities and co-location with a fully accessible primary school.</p> <p>Pupils at Paddock will remain on the site at St Margaret's Crescent whilst building works take place. Action will be taken to manage phasing to ensure that Paddock have access to sufficient adapted classrooms and that noisy and dusty work takes place during the summer holidays. Agreement will be sought from the Linden Lodge Governors to extend the temporary provision at Little Paddock until the work is</p>

	<p>transition between provisions which is known to be an especial difficulty for children with ASD.</p> <p>The proposal to co-locate Greenmead with Ronald Ross will increase the opportunities for inclusion, which Greenmead have been seeking for their pupils. It would also lead to a new hydrotherapy pool being built to replace the current outdated one. The design of the new building would take into account lessons learnt from the design of the existing site especially in relation to provision of suitable outside spaces for pupils with more profound needs.</p> <p>Ronald Ross school would be able to develop an inclusive programme with a co-located special school</p> <p>Community use could be made of the new hall and outside games facilities at the Ronald Ross/Greenmead site in the evening and during the holidays. The hydrotherapy pool would be available for letting to other specialist users.</p> <p>The proposed changes would reinstate provision for nursery-aged children at Paddock School ensuring that they had access to high quality early intervention specific</p>	<p>complete, minimising the number of pupils using the Greenmead site between September and December when the works will be finished.</p> <p>Parents, staff and children will be consulted about the development of the new scheme and their views and experience taken into account.</p>
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	to their needs and improving access for other children with SEN to the provision currently being used for children who might otherwise have been placed at Paddock.	
Age	<p>The longstanding maintenance issues at Ronald Ross would be eliminated and the school would benefit from adaptable, fully accessible modern teaching accommodation.</p> <p>Teachers would have access to professional development opportunities which would enhance the teaching and learning of both Ronald Ross and Greenmead.</p>	<p>Children at Ronald Ross would need to use temporary classroom facilities whilst the building works take place. The planning for the decant will aim to minimise the impact of this. Regardless of whether the scheme proceeds the nature of the structural repairs needed to Ronald Ross would cause disruption.</p> <p>Parents, staff and children will be consulted about the development of the new scheme and their views and experience taken into account.</p>
Race	No specific impact in relation to race identified.	No specific impact in relation to race identified
Gender	No specific impact in relation to gender identified	No specific impact in relation to gender identified
Faith and sexual orientation	No specific impact identified	No specific impact identified

6. What does your review of the information show?	Evidence for your answer
a) No impact - continue with policy	Overall the policy will have a positive impact for children with SEN and disabilities.

<b>7. Have you identified any actions that will improve the proposed policy or mitigate any negative impact?</b>
The building works will be carefully phased to mitigate any impact on pupils. Parents, staff and children will be consulted about the development of the new scheme and their views and experience taken into account

<b>8. What future monitoring and evaluation tools will be appropriate and effective?</b>	
Disability	Number and age of children of offered places at Paddock Number and age of children offered places at Greenmead Number and quality of inclusion links offered by Greenmead Number of children accessing independent and out-borough provision with similar needs to those at Paddock