

Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA)

Name of service change: *Former Oakland School site development, Bayston Hill*

Contextual Notes 2016

The What and the Why:

The Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA) approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, e.g. Age. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

The How:

The guidance and the evidence template are combined into one document for ease of access and usage, including questions that set out to act as useful prompts to service areas at each stage. The assessment comprises two parts: a screening part, and a full report part.

Screening (Part One) enables energies to be focussed on the service changes for which there are potentially important equalities and human rights implications. If screening indicates that the impact is likely to be positive overall, or is likely to have a medium or low negative or positive impact on certain groups of people, a full report is not required. Energies should instead focus on review and monitoring and ongoing evidence collection, enabling incremental improvements and adjustments that will lead to overall positive impacts for all groups in Shropshire.

A full report (Part Two) needs to be carried out where screening indicates that there are considered to be or likely to be significant negative impacts for certain groups of people, and/or where there are human rights implications. Where there is some uncertainty as to what decision

to reach based on the evidence available, a full report is recommended, as it enables more evidence to be collected that will help the service area to reach an informed opinion.

Shropshire Council Part 1 ESIIA: initial screening and assessment

Please note: prompt questions and guidance within boxes are in italics. You are welcome to type over them when completing this form. Please extend the boxes if you need more space for your commentary.

Name of service change

Former Oakland School site development, Bayston Hill

Aims of the service change and description

Summary and recommendations

Oakland Primary School and Longmeadow CE Primary and Nursery School were discontinued on 31 August 2009 as part of Shropshire Council's school re-organisation. The Oakland school site, owned by Shropshire Council was vacated in 2010 and subsequently declared surplus to the educational requirements, although is currently used for storage purposes. Neighbouring landowner, The Diocese of Lichfield has also earmarked the adjoining site known locally as the 'Glebe land' for disposal. There is an opportunity to create a single housing development that could also accommodate new community facilities. The Cabinet report that that this ESIIA accompanies – 'Former Oakland School site development, Bayston Hill', identifies the opportunities, potential risks, and the consultations that have taken place with the Bayston Hill community and the report recommends several actions including the submission of outline planning applications.

As part of the statutory process for the discontinuance of the school, Cabinet has already agreed for the receipts from the disposal of its Oakland site to be ring-fenced for the purposes of education, Learning and Skills.

A 'Landowners Development Brief' (The Brief) for future developers has been brought forward by the Oakland and Glebeland Steering Group and will be used by developers to understand the potential of the sites. The Brief describes what Shropshire Council and the Diocese of Lichfield, the principal landowners, wish to see delivered by developers. The Brief has been created following consultation on with the local community.

Recommendations within the Cabinet report 'Former Oakland School site development':

1. Approve the Landowners Development Brief for developers
2. Approve the submission of outline planning application in conjunction with the Diocese of Lichfield

Background

The former Oakland Primary School site, consisting of school building, parking area and school grounds is owned by Shropshire Council. The school closed in 2009 when the Oakland and

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Longmeadow schools merged to form Oakmeadow Primary School. The Oakland school site was declared surplus to requirements and earmarked for disposal. As part of the statutory process for the discontinuance of the school, on 15th February 2011, Cabinet agreed the above and agreed for the receipts from the sale of the Oakland site to be ring-fenced for education (Learning and Skills), subject to Secretary of State approval. Secretary of State approval was granted in August 2016.

Any sale of land used as playing fields within the last 10 years is subject to the acquisition of the Secretary of State for Education approval under Section 77 of the School Standards and Framework Act 1998, and also Schedule 1 to the Academies Act 2010. The process for this included public consultation and the submission of applications to the Education Funding Agency (EFA), who then scrutinized applications and supporting documents prior to them being forwarded to the School Playing Fields Advisory Panel which consisted of representatives from:

Fields in Trust, Learning through Landscapes, Local Government Association, National Association of Head Teachers, Sport & Recreation Alliance.

The panel in turn advised the Secretary of State on their recommendation as to whether the disposal was the right course of action.

In respect of the Shropshire situation; applications for the disposal of the playing fields at four schools were submitted in 2013/14 to the Education Funding Agency (EFA). EFA officers visited Shropshire Council on 4 December 2015 to discuss each submission and final queries were discussed. This meeting paved the way to the most recent submission of the applications in January 2016. These have been reviewed by the case officer and on 26 August 2016 Shropshire Council were formally notified that the Secretary of State consent to the disposal of the playing field at the school site on the understanding that the capital proceeds are to be spent as outlined in the Councils application dated 14th June 2013.

Options in 2009 were to sell the site to developers in its entirety, or sell the site with community input through consultation taking on board community aspirations through the Parish and Place Plans. The latter approach was the route taken. At the end of 2012 the Diocese of Lichfield approached Shropshire Council sharing their intention to sell the adjoining Glebe land and their wish to explore the possibility of developing the two sites in co-ordination.

Shropshire Council in its capacity as Local Authority explored the wider potential that two sites could deliver as opposed to two single sites thus maximising community benefit but potentially reducing overall capital receipts. Due to the number of potential stakeholders involved in this work, a Steering Group was created in 2013.

The group consisted of representatives from the Diocese of Lichfield and their agent Balfour's, Shropshire Council's Learning & Skills, Bayston Hill Ward Member, Bayston Hill Scouts, Christ Church, York House (Livability), Shropshire Council's Community Enablement Team, and Estates and Facilities, Bayston Hill Parish Council. This group was chaired by the Head of Infrastructure and Communities at Shropshire Council. The groups function was to facilitate discussions looking at the development of the wider site which would incorporate the Diocese's Glebe land and

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Shropshire Councils former Oakland School. Another core function of the steering group was to listen to community views and take on board comments in both the Place and Parish plans.

During Steering Group discussions it was generally accepted that greater opportunities and community benefits could be generated by the development of the two individual sites as one wider development, however, both sites would potentially not receive their maximum capital receipt due to this approach. The Diocese of Lichfield have stated from the outset that this is an opportunity for the community that they wholly wish to support. The profits of each site would be retained by the respective land owners.

The Brief for developers has been produced to look at the various aspects of a joint site proposal including; opportunities arising from the development, the nature of the site and size of its surrounding, planning policy context, development considerations and planning application requirements.

A key task for the Steering Group has been to bring forward the Brief for the overall site. This document's aim is to provide a balanced approach to development, maximising capital receipts for the principal land owners whilst also realising the wider community benefits that should be delivered for local residents.

The Brief has been the subject of ongoing consultation undertaken between Shropshire Council, the Steering Group (representing all interested landowners), the Parish Council, the local community and any other interested parties. Internal consultations have also been undertaken. Comments received as a result of these consultations have all been given full consideration, and where appropriate, the Brief has been amended with any required changes. The document seeks to inform developers and other interested parties of the opportunities and constraints presented by the site, and the type and scale of development expected and encouraged by local (and national) planning policies. The final draft of the document forms Appendix 3 to this Cabinet Report, and is proposed to be approved by Shropshire Council Cabinet. The Brief has guided the production of a Masterplan (Appendix 4), and these two documents will provide a firm basis for submission of any future planning application for development of the area.

Since the closure of the former Oakland School, there has been community interest in retaining some of the site for some community use/facilities. Evidence can be found in the 2006 Parish Plan, 2010 Parish Plan review and the Place Plan annual conversations. Further consultation with the community has been undertaken via the Parish Council and the Local Joint Committee (LJC) which looked at all community views. A list of community uses for the site taking in to consideration all other existing community facilities in Bayston Hill was drawn up – these were to provide a community hub with Library and a Parish Council Office, flexible use space, meeting rooms and options for home working/business use.

Further community engagement regarding the wider development site opportunities (Glebe land and Oakland School site) took place during 2014-15. The main concern from residents was the loss of the Diocese owned Glebe land that has been leased to Bayston Hill Parish Council by the Diocese over a long-term lease period. There were also concerns regarding parking, size and

number of housing, concerns regarding primary school places and concerns about loss of a Library service. (Appendix 2 of Former Oakland site development Cabinet report 27/09/17)

As detailed in the 14th October 2015 Cabinet Report Redesigning Shropshire Council's Library Service and Customer Service Points,

<https://shropshire.gov.uk/committee-services/documents/s9365/11%20Redesigning%20Shropshire%20Councils%20Library%20Service%20and%20Customer%20Service%20Points.pdf>,

Shropshire Council Library Service are undertaking a large scale evaluation of their libraries. The Library Service has identified Bayston Hill Library as a service which must be transferred over in to community ownership in order for it to maintain its full function.

The Library service has been identified as a key Stakeholder in any new Community hub building developed as part of the site detailed within the development brief. Current Library facilities are in need of extensive refurbishment and upgrading. The current Library site also suffers with a lack of car parking spaces with users having to use street parking which through consultation came back as a community concern. The current site also suffers from high energy consumption due to the relatively large unused storage space in the old garage. The building is not economically viable for small community based organisations to manage.

The proposal to develop a new community hub building as part of the sites wider development has the potential to ensure the future of a Library service in Bayston Hill. The intended proposal would remove Council management responsibility for the service whilst maintaining overall control of the building. The plot of land the current library sits on has been earmarked to be sold for development and is referred to in the Brief. It is proposed that Shropshire Council applies for outline planning permission for development of this site. Any new 'hub' building that is developed as part of the wider site, is proposed to be kept under ownership by Shropshire Council and leased out on a long term lease to a new management organisation.

Intended audiences and target groups for the service change

NB This ESIIA relates to the proposal by Shropshire Council to develop the former Oakland school site.

All residents of Bayston Hill and the surrounding area.

Key facts: Bayston Hill Parish (note that users of the library may live outside the Parish boundary)

A full Ward profile can be found here <https://new.shropshire.gov.uk/media/5539/bayston-hill-column-and-sutton-ward-profile-2017.pdf>

Key community and demographic facts we will be taking into consideration within this ESIIA and in our decision making;

KEY FACTS Bayston Hill Parish

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Area	864.0 hectares
Population density	5.90 persons per hectare
Total population	5079 (2488 males, 2591 females)
Household population	5020 (98.8%)
Households:	2125
Dwellings:	2172
Communal Establishment no./ population	4 Communal Establishments 59 residents (1.2% of total population)

Source: 2011 Census, Office for National Statistics, © Crown Copyright 2015.

Bayston Hill – Population age structure	
Early years	4.2% (212 children) of the population were aged 0 to 4 years in March 2011. This compares with 5.1% at County level, 6.3% regionally and 6.3% nationally.
School age	13.6% (690 children) of the population were aged 5 to 17 years in March 2011. This compares with 14.9% at County level, 15.8% regionally and 15.1% nationally.
Working age	57.7% (2931 people) of the population were aged 18 to 64 years in March 2011. This compares with 59.3% at County level, 61.0% regionally and 62.3% nationally.
Retirement age	24.5% (1246 people) of the population were aged 65 and over in March 2011. This compares with 20.7% at County level, 16.9% regionally and 16.3% nationally.
Over 85 year olds	3.3% (167) of the population were aged 85 and over in March 2011. This compares with 2.7% at County level, 2.2% regionally and 2.2% nationally.

Source: 2011 Census, Office for National Statistics, © Crown Copyright 2015.

Evidence used for screening of the service change

Oakland Glebeland Steering group

Due to the complex nature of the development project and number of stakeholder involved, the Oakland Glebeland Steering Group was set up and is chaired by Shropshire Council's Head of Infrastructure and Communities. The group consists of representatives from the Diocese of Lichfield and their agent Balfours, Shropshire Council's Learning & Skills service, Bayston Hill Ward Member, Bayston Hill Scouts, Christ Church, York House ([Livability](#)), Shropshire Council's Community Enablement Team, Assets and Estates, Bayston Hill Parish Council. The group's function is to facilitate discussions on the development of the wider site incorporating the Diocese's Glebe land and Shropshire Councils former Oakland School site. Another core function of the steering group is to listen and take on board community views.

Data, information and intelligence

In addition to the information and intelligence we have gathered from the community, Parish Council, Oakland Glebeland Steering Group and Stakeholders, we have gathered, analysed and

understood statistical data relating to Bayston Hill to complete this ESIA and inform decision making.

Cabinet Report 14th October 2015 - Redesigning Shropshire Council's Library Service and Customer Service Points

Cabinet Report 15th February 2011 – School Organisation in Shropshire – Report on Consultation and Identification of Next Steps.

Bayston Hill Parish Plan 2006/ Refresh 2010

Place Plan: <https://www.shropshire.gov.uk/media/1823570/Shrewsbury-2015-2016-Final.pdf>

Local Plan : <http://shropshire.gov.uk/planning-policy/local-plan/>

Specific consultation and engagement with intended audiences and target groups for the service change

Throughout this process the views aired by the community have been key in guiding the shaping of the development and potential outcomes.

These views include the need for mixed tenure housing for local people which has been incorporated into the 'Landowner Development Brief', the retention of as much green space as possible and protection of ancient hedgerow boundaries and trees on site.

Proposed Community Hub facilities have been guided by the needs expressed by the Community whilst trying to complement and enhance existing provision. Retention of library services has been key to this and has led to the forward thinking of Parish Council to assist with service funding going forward.

Community engagement and Consultation timeline: Oakland Glebeland

Date	Meeting/ activity	Detail	Audience
2006/2010	Bayston Hill conducted a Parish plan in 2006 and a refresh in 2010	82% of respondents expressed an interest in the site being retained for community use.	Whole community
October 2011	Bayston Hill LJC meeting	Discussion on the Parish Plan gave indication that people were still interested in site's future. Responses included move library to Oaklands site	Whole community

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		and connect IT facility, put events on at Oaklands, Doctors, dentist, and opticians.	
July/Aug 2012	Bayston Hill Parish Council asked for residents thoughts on the site via 'The Villager' magazine	Responses included; Parish 'hub', library and parish office , relocating the library with customer service point and associated facilities, allotments, community orchard and gardens, retaining sports field development of existing school building to house community activities for young and old, therapeutic and educational facilities, children's play area, site for retirement accommodation, sheltered housing, supported living for adults with disabilities.	Whole community
18 th September 2012	Community 'Drop-in session	Community 'Drop-in session was held on 18 th September 2012 at Oakmeadow School for the Parish council and Shropshire council to share information on the site and ask for resident's thoughts and aspirations on the type of community facilities could be added. Ideas include relocation of library with café/ meeting room(s)/reading room, parish office, green space, play area, Space for youth club, scout hut, allotments, retirement housing, affordable homes, mixed homes.	Whole community
4 th October 2012	Bayston Hill Local Joint Committee	Update on progress http://shropshire.gov.uk/committee-services/Data/Bayston%20Hill%20Local%20Joint%20Committee/20131024/Agenda/3%20notes%20270613.pdf	Whole community
4 th December 2012	Community Working group meeting	In December, a working group of residents had met to consider the results of the public consultation which had taken place in the autumn. Some realistic suggestions for a community hub on part of the site had then been reported back to Shropshire Council. These had included proposals to re-site the library and parish office and include a multi-use room, with some outside green space.	Self- selected group of community members interested in the Community hub facility development Approx. 20 people
27 th June 2013	Bayston Hill LJC meeting	Feedback and update on project http://shropshire.gov.uk/committee-services/Data/Bayston%20Hill%20Local%20Joint%20Committee/20131024/Agenda/3%20notes%20270613.pdf	Whole community
14 th October 2013	Community working group meeting	Progression of suggestions and need for the Community facility	Self-selected group of interested community members interested in the community hub

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				<p>number of primary school aged children and the affect it could have on the local Primary School</p> <p>Mitigation plans in place: Any effect on local School provision will be identified within the formal planning process.</p>
<p>Disability (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)</p>				<p>√</p> <p>Potential risk: Impact on adults with learning disabilities given the close proximity to York House</p> <p>Mitigation plans in place: York House have been involved in discussions throughout the past two years and have themselves offered solutions to help mitigate any potential risks associated with the development, including increasing the level of boundary screening.</p>
<p>Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>				√
<p>Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)</p>				√
<p>Pregnancy & Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)</p>				√
<p>Race (please include: ethnicity, nationality, culture, language, gypsy, traveller)</p>				√
<p>Religion and belief (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)</p>				√

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Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				√
Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				√
Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)			√ positive impact New community facilities will offer opportunities for social inclusion	√

Guidance on what a negative impact might look like

High Negative	Significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available: urgent need for consultation with customers, general public, workforce
Medium Negative	Some potential impact, some mitigating measures in place but no evidence available how effective they are: would be beneficial to consult with customers, general public, workforce
Low Negative	Almost bordering on non-relevance to the ESIIA process (heavily legislation led, very little discretion can be exercised, limited public facing aspect, national policy affecting degree of local impact possible)

Decision, review and monitoring

Decision	Yes	No
Part One ESIIA Only?	√	
Proceed to Part Two Full Report?		

If Part One, please now use the boxes below and sign off at the foot of the page. If Part Two, please move on to the full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change
<i>NB This is a live document and will continue to be updated throughout the development process.</i>
The development of the former Oakland School site offers a variety of potential opportunities

for Shropshire Council and the local community with further opportunities arising out of a joint development proposal with the Diocese of Lichfield including:

- A range of housing sizes and types identified for local housing need.
- A new purpose built community building that future proofs facilities and services for residents including a library.
- A central hub of services managed by the Parish Council.
- Provision of public open space and recreation area
- Improved community resilience through the enhancement of community facilities
- Development of an area that has been targeted by those perpetrating anti-social behaviour on its grounds
- Increase and improve the general parking issues in the immediate surrounding area of the development site.
- Provide a new vicarage for the Parish, including space for confidential discussions where appropriate.

Potential Risk: Loss of School site / places

Mitigation plans in place: Risk mitigated by the provision of a new School site (Oak Meadow) which has the capacity to support the new influx of children expected from the new development. Secretary of State approval has also been sought as per the authorities' statutory duty.

Potential risk: Development potential could lead to increased number of primary school aged children and the affect it could have on the local Primary School

Mitigation plans in place: Any effect on local School provision will be identified within the formal planning process.

Potential risk: Impact on adults with learning disabilities given the close proximity to York House

Mitigation plans in place: York House/ Livability are part of the Steering Group and have been involved in discussions throughout the past two years and have themselves offered solutions to help mitigate any potential risks associated with the development, including increasing the level of boundary screening.

Potential risk: Loss of Scouting facilities

Mitigation plans in place: Land has been identified near Stanley Parker Bowls club which can host the Scouts, should they wish to move. External funding will be sought, and a fair settlement from the Diocese reached for their existing leased land. There is also Scouting and Guiding representation on the Steering group.

Actions to review and monitor the impact of the service change

Steering group: Regular steering group meetings

Continuance of wider community engagement and feedback through the Parish Council, LJC meetings, Community drop-in events, use of community email contact lists, Parish Magazine and social media feeds, Parish Council website.

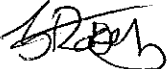
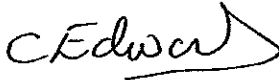
Scrutiny at Part One screening stage

People involved	Signatures	Date
Lead officer carrying out the screening	Lucy Roberts	20/9/17
Any internal support*		
Any external support**		
Head of service	Chris Edwards	20/9/17

*This refers to other officers within the service area

**This refers either to support external to the service but within the Council, e.g. from the Rurality and Equalities Specialist, or support external to the Council, e.g. from a peer authority

Sign off at Part One screening stage

Name	Signatures	Date
Lead officer's name		25/09/17
Head of service's name		25/09/2017