

Environmental Sustainability Full Impact Assessment

Impact Assessment Id: #688

1.0 Screening Information

Project Name

New Worcester City Secondary School

Name of Project Sponsor

Sarah Wilkins And Andrew Spice

Name of Project Manager

Anna Field

Name of Project Lead

Sarah Wilkins And Andrew Spice

Please give a brief description of the project

Delivery of a new secondary school on site at Newtown Road to meet the needs of Worcester City families and allow us to provide a 5% surplus across the Education Planning Area.

Data Protection screening result

Will require a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Will require a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

The provision of places for secondary school pupils in the Worcester City Education Planning Area is the key mainstream sufficiency risk in Worcestershire over the next five years. Mitigating this risk is necessary to meet our statutory and strategic aims over the next five years.

We have seen that the number of children seeking a year seven place in Worcester City has been consistently increasing over the last decade. The population of Worcester continues to grow, with increasing cohort numbers due to enter year seven over the next six years, as well as substantial housing planned for the City and surrounding area as part of the South Worcestershire Development Plan. In Autumn 2020 there were fewer than 10 spare places in year seven across the City, which represents a 0.7% surplus.

Across any Education Planning Area in Worcestershire we seek to maintain a 5% surplus of places. This is an important factor to meeting the strategic aims as outlined in the Worcestershire Education and Skills Strategy (2019 – 2024) and ensures:

- Families have an element of choice and increase the likelihood that families receive one of their top two preferences;
- all children who move into the City during the school year are offered provision within 20 days; and
- all children who want to access a place in their local community are able to do so, reducing school travel times.

The oversubscription criteria of schools favour pupils living closest to the school when oversubscribed from in-catchment or feeder schools. Therefore, schools on the outskirts of Worcester City are disproportionately affected by this strain, notably children living within Warndon Villages, Warndon, Claines, and looking into the future, those families moving onto housing developments on the outskirts of the City. We have seen a year on year decline in pupils at schools in these areas receiving an offer for their preference secondary school.

The growth of housing in the City will be particularly focused on the South and South East, which is supported by two secondary schools; Nunnery Wood High and Blessed Edward Oldcorne Catholic. The rise in population in this region is expected to continue with significant housing developments approved in the South Worcester Urban Expansion land allocation. Provision in the South is currently below forecast need for the next five years, with demand approximately four forms of entry (120 places) higher than these two secondary schools can currently support.

The level of additional places required provides us with an opportunity to deliver a new secondary school to meet short-term and long-term growth of Worcester City.

The provision of a new Secondary School in the City would meet the sufficiency needs of Worcester and allow us to provide a 5% surplus across the Education Planning Area.

The provision of a new Secondary School to meet this need was approved by Cabinet on 4th February 2021.

This project aligns to the Council's requirement to:

- The Local Authority's statutory requirements to provide a sufficiency of school places;
- The ability of the Worcestershire County Council to meet the aims agreed within the Education and Skills Strategy
- Providing local schools which can be accessed by active travel routes is key to the Council's core priorities of 'Protecting the Environment' as set out in our Corporate Plan 'Shaping Worcestershire's Future 2017 to 2022

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

The project output will be a new 4FE secondary school in Worcester City with sports facilities available for use by the community. This will be delivered via a number of workstreams:

- Land, procurement and delivery - acquisition of suitable land and construction
- Education - Academy Sponsor selection and consideration of educational requirements of the school (e.g. inclusivity)
- Communication and engagement - stakeholder management and consultation
- Legal
- Mitigating school places - ensuring sufficiency of school places in Worcester

Project Outcomes

Briefly summarise what the project will achieve.

- Sufficiency of school places for all secondary age pupils in Worcester City
- A reduction in travel times and car use for secondary age pupils travelling to school
- Certainty that all pupils in Worcester City can attend a secondary school in their community
- Longevity of secondary school sufficiency in Worcester in line with housing growth
- Increase in jobs for school staff in Worcester

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

Yes

1.2 Responsibility

Directorate/Organisation

Worcestershire Children First

Service Area

Education and Early Years

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

September 2027

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Greenhouse Gas Emissions

Could the project result in an increase in GHG emissions (including CO2)? Yes

Please be mindful that the Council has committed to reduce its GHG emissions to zero by 2050 and most projects are likely to have an impact on this target. This should be a key consideration in your project delivery and should be reviewed when completing the assessment.

Please explain your answer below:

- The project will aim to achieve a sustainable net zero carbon building in line with the Councils's objectives by 2050
- Greenhouse gas emissions could be increased as a result of transport, build and efficiency of operation
- Construction could produce greenhouse gases, but in the operation of the school we will be using sustainable energy methods and consider opportunities through the project (procurement, meetings etc, materials storage to reduce delivery trips etc.)
- Reduction of car use by delivering the school in the local community
- Ongoing review through design/delivery of opportunities for emissions reduction
- Site waste management

Have you undertaken an assessment of the project to know if there will likely be an increase in GHG emissions? No

Please explain your answer below:

Not recorded

3 Resources

Will the project result in increased consumption of electricity, gas or other heating fuels? Yes

e.g. project may require use of additional buildings, lighting and heating in buildings, additional ICT equipment, etc.

Please explain your answer below:

The delivery of a new school will result in an increase in consumption of electricity. However, the school is required due to an increase in pupils who will result in an increase in consumption at the new school or at an existing school. It is not proposed that gas will be connected to the school - if required for science labs then a small solution will be created.

Will the project reduce energy needs and result in reduced consumption? Yes

e.g. disposal of WCC property assets

Will the project require additional water resources leading to an increase in water consumption? No

e.g. increased use of water through construction processes

Might there be a decrease in water consumption? Yes

e.g. will the project involve water saving measures or initiatives

Please explain your answer below:

We will seek to:

Low water use/ waterless fittings and appliances, while considering maintenance challenges

Provide sub metering to monitor high water use areas/ equipment

Recycled rainwater for irrigation

Recycled rainwater for flushing WCs & other potable water uses - review embodied impact and LCC

Recycled greywater for irrigation - review feasibility and embodied impact.

Grey water management - reed beds etc

Identify a surface water strategy with measures to mitigate climate change beyond statutory requirements, integrated within green infrastructure strategy.

Sustainable Urban Drainage to support biodiversity while supporting site surface water strategy - swales/ green roofs etc

Increase permeable surfaces for climate resilience.

Will the project result in the use of other resources, materials or minerals? Yes

e.g. use of natural resources such as wood; or use of aggregate minerals?

Please explain your answer below:

We will be seeking to use local resources wherever possible to reduce project resource requirements and reduce risk

4 Transport

Will the project result in more people needing to travel? No

e.g. will there be additional cars on the road

Have alternative transport modes been considered? Yes

e.g. could use be made of public transport/walking/cycling etc.

Please explain your answer below:

One of the key outcomes of this project will be for more families to have a secondary school within their local community - seeking to reduce care use and enable more pupils to travel to school by active travel routes.

A Traffic Impact Assessment has been carried out by the Council as part of the planning process for the build project.

The appointed sponsor will be required to develop a School Travel Plan encouraging safe travel to school which promotes walking and cycling.

The use of cars for students will be discouraged through the design of the school and through active management by the school. The minimum parking requirements of 1 parking space per full time member of staff will be use for the school site.

5 Waste

Is there likely to be an increase in waste as a result of the project? Yes

e.g. construction waste, packaging waste etc.

Please explain your answer below:

This project will result in construction waste as part of the construction phase. Options for mitigating this aspect will be fully explored during the pre-planning and pre-construction phases

Have opportunities to prevent, minimise, reuse or recycle waste been identified and considered? Yes

e.g. will recycling facilities be available as part of the project

Please explain your answer below:

Opportunities to prevent, minimise, reuse or recycle waste when the building is operational will be considered at an early stage in development, to ensure there is adequate bin storage facilities to deal with segregation of waste to enable ease of recycling, and also to allow for recycling areas within the classrooms/communal areas as appropriate.

6 Wildlife and Biodiversity

Will there be any negative impacts on the natural environment? Yes

e.g. will the project involve removal of green space/trees; have wildlife surveys been considered; result in enhancements to green infrastructure; increased biodiversity opportunities etc.?

Please explain your answer below:

This is a green field site and therefore there will be an impact on the natural environment. As part of planning application process full surveys have been undertaken. Ecological assessment identified large population of slow worm on site. Working with WCC and external ecologists, a reptile mitigation plan has been produced as a part of planning submission.

As part of the school design we have looked to utilise and enhance the natural environment wherever possible across the site.

Construction delivery plan and methodology was designed in line with the reptile mitigation plan, ensuring slow worms are not harmed.

Has a preliminary ecological appraisal been undertaken? Yes

Please explain your answer below:

Yes, please see answer above.

Has there been consideration of statutory assessments? Yes

e.g. Sustainability Appraisals, Strategic Environmental Assessments and Habitat Regulations Assessment Screening?

N.B. This is a matter of legal compliance - All plans and projects (including planning applications) which are not directly connected with, or necessary for, the conservation management of a habitat site, require consideration of whether the plan or project is likely to have significant effects on that site. This consideration – typically referred to as the ‘Habitats Regulations Assessment screening’ – should take into account the potential effects both of the plan/project itself and in combination with other plans or projects.

Please explain your answer below:

Yes, as mentioned above, as a part of planning submission all the relevant statutory assessment have been undertaken (in line with new SWDP) inc Biodiversity Net Gain, rainwater harvesting and SUDs .

7 Pollution to land/air/water

Is there a risk of pollution to the local environment? Yes

e.g.

- will there be surface water run-off or discharge into local water source?
- will there be any impact on local water quality?
- will any waste water require treatment?
- is there the potential for spillage of chemicals?
- is there the potential for emissions to air from combustion processes resulting in poor air quality?

Please explain your answer below and include any actions that have been identified to mitigate these risks:

All the required processes and regulations have been followed as a part of a new build process and planning application submission.

8 Resilience to climate risks

Could climate risks affect your project? Yes

N.B. some projects may be more sensitive to future changes in the climate e.g. hotter and drier summers; milder and wetter winters; increased likelihood of extreme weather events. These climate risks may affect project delivery and should be considered at the early stages of project development.

Please explain your answer below:

This building is anticipated to be in use for the next several decades and therefore is likely to be impacted by climate risks. The site selection process took account of location to natural and man made hazards and flooding risk. Moreover, temperature management has been considered for the building. Also, position of the build has been considered during design stage to maximise its benefits.

Has the impact of extreme weather events on the project been considered? Yes

e.g. heat waves and flooding.

Please explain your answer below:

The impact of flooding on construction delivery and future operation of the school has been considered. The site selection process favoured this site due the absence of flood risk for the site, and appropriate attenuation to manage future extreme weather will be considered as part of detailed design.

Is there a business/project continuity plan in place to ensure climate risks are minimised? No

e.g. can you ensure that the project is resilient to climate risks and can continue to deliver on outcomes.

Could the project exacerbate climate risks? No

e.g. increase flood risk or worsen temperature extremes in the locality.

Will the project result in the use of other resources, materials or minerals? Yes

e.g. use of natural resources such as wood; or use of aggregate minerals?

Please explain your answer below:

We will be seeking to use local resources wherever possible to reduce project resource requirements and reduce risk

9 Historic Environment

Have you checked with the WCC Historic Environment team as to whether there are any impacts on the Historic Environment (negative or positive)?

Yes

Check every development with the Historic Environment Team at the planning stage of each project. Further assessment may be required depending on the nature and scale of development. There may also be design options that would negate any need for further assessment (and lessen costs), or even opportunities to enhance heritage assets or their setting through the development.

Please explain your answer below:

The WCC Historic Environment Team have identified that the risk of any historic environment or landscape issues affecting the scheme is low.

There have been a few related surveys undertaken over the last 20 years:

- 2004 evaluation on South parcel of the site: WCC have no records of the outcome of this so we are following up with Worcester City, but unlikely to be anything significant uncovered.
- 2011 Geophysical survey of the whole site: No significant matters identified on site
- 2012 Archaeological watching survey as part of the installation of the drainage system on site: No significant historic environmental issues revealed

There is a known roman settlement enclosure on land within the Country Park South of our site and adjacent to the main road so there is a risk it extends onto our piece of land. No conclusive evidence. Advice is to avoid major construction on this part of the land to alleviate risk. We are not consider construction in this area.

Does the development have the potential to result in any impacts to the historic environment or opportunities for enhancement?

No

If yes, then further assessment will be required. This could take the form of a watching brief during groundworks if the potential is clearly understood and relatively low, or a more comprehensive desk-based and/or field investigation prior to development.

10 Procurement

Could any procurement associated with the project have a detrimental environmental impact? Yes

e.g. procurement of goods from overseas that have to be shipped; use of unsustainable materials or materials that cannot be recycled at the end of their use?

Please explain your answer below:

Unable to answer at this stage but our aspiration is to use local materials and avoid importing materials.

Is there likely to be increased Greenhouse Gas emissions from products purchased for the project? Yes

e.g. carbon emissions from transport and manufacturing

Please explain your answer below:

Unable to specify at this stage, but the aspiration is to keep the green house gas emissions to minimum.

Will you be able to make use of sustainable products? Yes

e.g. recycled, local, ethical etc.

Please explain your answer below:

Unable to answer at this stage but our aspiration is to use sustainable materials.

Have you considered the Public Services (Social Value) Act 2012? Yes

All major contracts let by the Council (those of more than £100,000 in total value) will be expected to deliver a meaningful contribution to our vision of Social Value in the county. The Act requires us to consider how the services we commission and procure might improve the economic, social and environmental well-being of the local area.

– please see: [Social Value](#)

Please explain your answer below:

The delivery of this project at its core will improve social value for the county through the delivery of essential services for the wellbeing of the community.

11 Declaration

I have confirmed that to the best of my knowledge that the information I have provided is true, complete and accurate

I have confirmed that I will make sure that Environmental Sustainability has been and continues to be considered throughout the project life cycle and should circumstances change in the project a further Environmental Sustainability Assessment Screening will be carried out.

12 Application Details

Last Updated Date Time

28/02/2024 13:04:51

Screening Submitted Date Time

26/02/2024 11:21:42

Last Reopened Date Time

No Date Recorded

Full Impact Submitted Date Time

26/02/2024 14:11:49

Approved/Rejected Date Time

28/02/2024 13:04:51

Current User Dashboard Request Status

Complete

13.0 People with access to the original screening

[Anna Field \(afield1@worcestershire.gov.uk\)](mailto:afield1@worcestershire.gov.uk)

[Daria Silva \(DSilva@worcestershire.gov.uk\)](mailto:DSilva@worcestershire.gov.uk)

13.1 People with access to this environmental sustainability assessment

[Anna Field \(afield1@worcestershire.gov.uk\)](mailto:afield1@worcestershire.gov.uk)

[Daria Silva \(DSilva@worcestershire.gov.uk\)](mailto:DSilva@worcestershire.gov.uk)

14 Direct Questions

No Questions Asked

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #688

1.0 Screening Information

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Name of Project Sponsor

Sarah Wilkins And Andrew Spice

Name of Project Manager

Anna Field

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- Certainty that all pupils in Worcester City can attend a secondary school in their community
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- Increase in jobs for school staff in Worcester

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

Yes

1.2 Responsibility

Directorate/Organisation

Worcestershire Children First

Service Area

Education and Early Years

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

September 2027

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Daria Silva
Job title	Programme Portfolio Lead
Email address	dsilva@worcestershire.gov.uk
Name	Demi Parsons
Job title	Project Support Officer
Email address	DParsons2@worcestershire.gov.uk
Name	Lucy Langdon
Job title	Project Manager
Email address	llangdon@worcschildrenfirst.org.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

Staff

Communities

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

Demographic and forecast pupil level data

Preference information for school admissions

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

So far we have undertaken a 4 week engagement exercise inviting all stakeholders to engage in what they feel is important in the delivery of a new school and their opinion on key operational matters such as admissions etc.

This was an online survey that was advertised on the website, local media, direct email, social media and through schools to engage with families.

Following from the initial engagement we have also undertaken a statutory 6 weeks consultation on the school specification.

In addition, we have also decided as a good practice, to organise a drop in session open to the public which took place in Spring 2023.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

- 595 responses received plus nearly 500 individual comments
- 83% agreed or strongly agreed that a new secondary school in Worcester was needed
- The most important factors for respondents were that students felt safe in and around school, the school has strong leadership, that students feel their mental health and wellbeing is well supported, and that students make good academic progress
- The school should foster an environment of inclusivity and support, focusing just as much on mental health and wellbeing and ensuring children are well rounded citizens as much as academic success
- The school should be located within the local community it will serve and accessible by active travel routes from day one. Existing congestion within the city should be considered
- The new school should be integrated within its new community, through community use of facilities and by prioritising children living nearby in the admissions criteria
- The new build should take consideration of sustainability and energy efficiency, and use local resources where possible

Results from the formal consultation were considered when finalising the final school specification document.

Results from the public drop in session further informed list of FAQs published on our website.

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected.

Explanation of your reasoning:

Education provision for secondary school aged pupils (11-16yrs)
 More children will be able to attend a secondary school within their local community. The location of the school will also enable it to connect directly with existing walking and cycle paths. This will reduce car use, reduce travel times, and increase potential for using active travel routes to walk or cycle to school. This will improve physical activity, reduce risk of cardiovascular disease and obesity, and reduce risk of mental illness and social isolation.
 The school will also be located close to natural green spaces and benefit from natural ecology integrated into the design of the school, improving mental health and learning potential.

Disability

Potential positive impact selected.

Explanation of your reasoning:

The school specification states that the chosen Academy Sponsor will be expected to show an inclusive approach to education. It details the steps that should be taken to ensure inclusivity, including with regard to the following:

- Active engagement with the SEND and Vulnerable Learner teams and the Virtual School in WCF
- A behaviour policy that does not discriminate against pupils with SEND or vulnerable learners
- Funding
- Deployment of teaching assistants and support staff
- Appropriate training to support the individual needs of pupils
- Curriculum
- School/parent relationships
- SEND Governor
- Early Help pathway for early identification of need
- Student council

Gender reassignment

Potential positive impact selected

Explanation of your reasoning:

The management of school facilities such as bathrooms and staff facilities must link to the inclusivity policy of the school, in particular gender and self identity

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

The development and implementation of the new school is not anticipated to have an impact on marriage and civil partnerships.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

The development and implementation of the new school is not anticipated to have an impact on pregnancy and maternity.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

The development and implementation of the new school is not anticipated to have a specific impact on individuals of a particular race including travelling communities

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

The development and implementation of the new school is not anticipated to impact on religion or belief

Sex

Potential neutral impact selected.

Explanation of your reasoning:

The development and implementation of the new school is not anticipated to have an impact on sex. The school will be a mixed gender school

Sexual orientation

Potential positive impact selected.

Explanation of your reasoning:

The school ethos is proposed to reflect the values of inclusivity and acceptance, and will be further determined by the Academy Trust as part of their policy development. This will also be approved/reviewed by the DfE as part of the school opening process.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential positive impact selected.

Explanation of your reasoning:

Warndon is one of our most disadvantaged areas of Worcestershire, ranking 72nd on The Index of Multiple Deprivation (IMD) out of circa 33K LSOA in England. At present, Pupils in Warndon are some of the least likely in Worcester City to receive an offer from one of their preferred secondary schools and are often required to travel the furthest to access a school places.

The provision of a new secondary school at Newtown Road will positively impact on this community, enabling better access to education places and community facilities.

Health inequalities

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Keep it Green, Keep it on the Screen

New school build will include sport facilities also open for community use, increasing sport provision within the area.

Social and economic

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

New school build will include sport facilities also open for community use, increasing sport provision within the area. Also, new school will provide new employment opportunities and will bring social value element for young people as per contractual agreements. Education has been recognized as a key “social determinant of health.” Individuals with higher levels of education are likely to have greater health knowledge and healthy behaviours, better employment opportunities and higher incomes, and stronger social and psychological attributes, all of which reduce risks for various acute and chronic diseases.¹ People with higher levels of education are more likely to have a stable job and make a living wage, which in turn improves their ability to meet basic needs.

The creation of a new school will provide local employment opportunities, consideration of local recruitment scheme or apprenticeships would maximise the impact of these new jobs.

Physical health

Potential positive impact selected. Potential negative impact selected.

Explanation of your reasoning:

More children will be able to attend a secondary school within their local community. The location of the school will also enable it to connect directly with existing walking and cycle paths. This will reduce car use, reduce travel times, and increase potential for using active travel routes to walk or cycle to school. This will improve physical activity, reduce risk of cardiovascular disease and obesity, and reduce risk of mental illness and social isolation. In order to maximise this we will explore options that may include:

- A separate cycle/walking access to the schools
- Well managed, raised, pelican crossing that prioritises pupils and cyclists particularly during school opening and finishing hours
- Ensure active travel routes are usable, enjoyable, and time effective to use
- Sufficient cycle parking on site which are secure and easily accessible

It will be important to ensure site safety during construction – this will be done by a full site risk assessment for construction and site security.

Traffic management measures on Newtown Road, where the majority of pupils will travel onto the site, will be considered, including zebra and pelican crossings. However, Newtown Road is a key access road for Ambulances and therefore traffic mitigation will be mindful of potential disruption to Blue Light vehicles including consideration of appropriate turning into the school site and pupil crossing.

The community use of sports facilities on the school site will provide residents in this part of Worcester access to sports facilities not currently located within their local community.

The diversion of the bridleway on site and integration of this with a green corridor will enable continued access to green and open spaces on the Countryside Centre for existing communities.

Access to hot food takeaways is limited – though a fast food establishment is located within half a mile of the site, there are no direct walking routes from the school. Also, secondary school age children are not allowed to leave the premises during school hours. Furthermore, nutritious healthy affordable meals will be served daily.

Mental health and wellbeing

Potential positive impact selected. Potential negative impact selected.

Explanation of your reasoning:

The location of the school will enable more pupils to walk and cycle to school, increasing physical activity improving mental health and wellbeing.

The school will also be located close to natural green spaces and benefit from natural ecology integrated into the design of the school, improving mental health and learning potential by providing opportunities to integrate natural habitats and places for growing within the curriculum.

The school specification states that the Academy Sponsor is expected to have a strong approach to ensuring the health and wellbeing of pupils and teachers, in consideration of both physical and mental health. We would expect the chosen Sponsor to have:

- A clear policy which documents the approach to ensuring and improving pupil and staff health
- Safe spaces and quiet areas for pupils to access for counselling sessions or to support with emotional regulation or sensory needs
- Development opportunities for staff and a process for ensuring wellbeing is prioritised
- An ethos of pupil and staff wellbeing throughout policy and practice

The school will focus on community cohesion by providing community use of facilities after hours and prioritising pupils living nearby to the school to support social cohesion. The design of the school will be mindful of creating an attracting environment to create a sense of pride and satisfaction.

Construction operations during the development stage including increased vehicle movement, noise etc. Disturbance and stress caused by construction activity could impact on mental health of nearby residents - Will consider options such as Limit the disturbance levels and Adjust the vehicle movement and operation hours to benefit surrounding communities. Care Home positioned adjacent to the school so sensitivity must be given to that.

This project will provide new employment opportunities for local people. On opening the school will be sufficient to accommodate 600 pupils, and the school will full by 120 pupils as it fills from year 7.

Access to services

Potential positive impact selected.

Explanation of your reasoning:

Research studies have shown direct links between education and factors such as health and life expectancy rates, with academic achievement playing a potentially significant role in reducing health inequalities by shaping life opportunities.

This project will see the improved access to education places for young people (11-16) in Worcester. The project will also see improved access to sports facilities for existing communities in the local area, which could positively impact on reducing social isolation, increase physical activity levels, reduce obesity.

6 Actions to mitigate potential negative impacts

<p>Risk identified</p>	<p>Access to hot food takeaways is limited – though a fast food establishment is located within half a mile of the site, there are no direct walking routes from the school and therefore it is not expected that students will readily or easily access this facility. However, a risk remains of students risking travelling across unsafe roads to access the facility.</p>
<p>Actions required to reduce/eliminate negative impact</p>	<p>The school will be required to manage this through their operations and day to day management - discussion to be held with Academy Sponsor at the next stage of design.</p>
<p>Who will lead this action</p>	<p>Academy Sponsor And Wcf</p>
<p>Timeframe</p>	<p>April 2024 - May 2027 (prior to school opening)</p>
<p>Risk identified</p>	<p>Newtown Road is a key access road for Ambulances and therefore traffic mitigation must be mindful of potential disruption to Blue Light vehicles during construction and following opening of the school</p>
<p>Actions required to reduce/eliminate negative impact</p>	<p>Traffic assessment has been undertaken as a part of the planning submission process. Once approved, main contractor will work with the relevant highways professionals to agree operational delivery plan.</p>
<p>Who will lead this action</p>	<p>Graham Construction</p>
<p>Timeframe</p>	<p>December 2024 - June 2025 (post planning application decision)</p>
<p>Risk identified</p>	<p>Site safety during construction</p>
<p>Actions required to reduce/eliminate negative impact</p>	<p>Undertake full site risk assessment for construction and site security. Appointed H&S advisor on the client site to ensure all the processes are being followed.</p>
<p>Who will lead this action</p>	<p>Turner And Townsend & Graham Construction</p>
<p>Timeframe</p>	<p>April 2024 - September 2025 (Sept 2025 proposed start on site)</p>

How will you monitor these actions?

Maintain an up to date risk spreadsheet

7 When will you review this equality and public health estimate(EPHIA)?

At risk management points identified
 Post planning application determination
 Prior to construction commencement
 Prior to school opening

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

01/03/2024 08:27:53

Screening Submitted Date Time

26/02/2024 11:21:42

Last Reopened Date Time

29/02/2024 12:15:47

Full Impact Submitted Date Time

29/02/2024 13:01:13

Approved/Rejected Date Time

01/03/2024 08:27:53

Current User Dashboard Request Status

Complete

9.0 People with access to the original screening

[Anna Field \(afield1@worcestershire.gov.uk\)](mailto:afield1@worcestershire.gov.uk)

[Daria Silva \(DSilva@worcestershire.gov.uk\)](mailto:DSilva@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

[Anna Field \(afield1@worcestershire.gov.uk\)](mailto:afield1@worcestershire.gov.uk)

[Daria Silva \(DSilva@worcestershire.gov.uk\)](mailto:DSilva@worcestershire.gov.uk)

10

Direct Questions**Question:**

Hi Daria

I have sent an email with some suggestions - the form is reopened should you wish to make any amendments

When you are ready resubmit the form for sign off

Best wishes

Sarah

Asked by Sarah Lawlor (SLawlor1@worcestershires.gov.uk) at 29/02/2024 12:15:38

Anna Field (afield1@worcestershires.gov.uk), and Daria Silva (DSilva@worcestershires.gov.uk) have been asked this question.

Response:

Signed off so the document can be presented at meeting

Suggested revisiting the HIA to strengthen the evidence and impact - please email should you wish to take up this offer

Best wishes

Sarah

Sarah Lawlor (SLawlor1@worcestershires.gov.uk) at 29/02/2024 16:18:34

[Add Response](#)

Data Protection Full Assessment Impact Assessment Id: #688

1.0 Screening Information

Project Name

New Worcester City Secondary School

Name of Project Sponsor

Sarah Wilkins And Andrew Spice

Name of Project Manager

Anna Field

Name of Project Lead

Sarah Wilkins And Andrew Spice

Please give a brief description of the project

Delivery of a new secondary school on site at Newtown Road to meet the needs of Worcester City families and allow us to provide a 5% surplus across the Education Planning Area.

Data Protection screening result

Will require a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Will require a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document. The provision of places for secondary school pupils in the Worcester City Education Planning Area is the key mainstream sufficiency risk in Worcestershire over the next five years. Mitigating this risk is necessary to meet our statutory and strategic aims over the next five years.

We have seen that the number of children seeking a year seven place in Worcester City has been consistently increasing over the last decade. The population of Worcester continues to grow, with increasing cohort numbers due to enter year seven over the next six years, as well as substantial housing planned for the City and surrounding area as part of the South Worcestershire Development Plan. In Autumn 2020 there were fewer than 10 spare places in year seven across the City, which represents a 0.7% surplus.

Across any Education Planning Area in Worcestershire we seek to maintain a 5% surplus of places. This is an important factor to meeting the strategic aims as outlined in the Worcestershire Education and Skills Strategy (2019 – 2024) and ensures:

- Families have an element of choice and increase the likelihood that families receive one of their top two preferences;
- all children who move into the City during the school year are offered provision within 20 days; and
- all children who want to access a place in their local community are able to do so, reducing school travel times.

The oversubscription criteria of schools favour pupils living closest to the school when oversubscribed from in-catchment or feeder schools. Therefore, schools on the outskirts of Worcester City are disproportionately affected by this strain, notably children living within Warndon Villages, Warndon, Claines, and looking into the future, those families moving onto housing developments on the outskirts of the City. We have seen a year on year decline in pupils at schools in these areas receiving an offer for their preference secondary school.

The growth of housing in the City will be particularly focused on the South and South East, which is supported by two secondary schools; Nunnery Wood High and Blessed Edward Oldcorne Catholic. The rise in population in this region is expected to continue with significant housing developments approved in the South Worcester Urban Expansion land allocation. Provision in the South is currently below forecast need for the next five years, with demand approximately four forms of entry (120 places) higher than these two secondary schools can currently support.

The level of additional places required provides us with an opportunity to deliver a new secondary school to meet short-term and long-term growth of Worcester City.

The provision of a new Secondary School in the City would meet the sufficiency needs of Worcester and allow us to provide a 5% surplus across the Education Planning Area.

The provision of a new Secondary School to meet this need was approved by Cabinet on 4th February 2021.

This project aligns to the Council's requirement to:

- The Local Authority's statutory requirements to provide a sufficiency of school places;
- The ability of the Worcestershire County Council to meet the aims agreed within the Education and Skills Strategy
- Providing local schools which can be accessed by active travel routes is key to the Council's core priorities of 'Protecting the Environment' as set out in our Corporate Plan 'Shaping Worcestershire's Future 2017 to 2022

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

The project output will be a new 4FE secondary school in Worcester City with sports facilities available for use by the community. This will be delivered via a number of workstreams:

- Land, procurement and delivery - acquisition of suitable land and construction
- Education - Academy Sponsor selection and consideration of educational requirements of the school (e.g. inclusivity)
- Communication and engagement - stakeholder management and consultation
- Legal
- Mitigating school places - ensuring sufficiency of school places in Worcester

Project Outcomes

Briefly summarise what the project will achieve.

- Sufficiency of school places for all secondary age pupils in Worcester City
- A reduction in travel times and car use for secondary age pupils travelling to school
- Certainty that all pupils in Worcester City can attend a secondary school in their community
- Longevity of secondary school sufficiency in Worcester in line with housing growth
- Increase in jobs for school staff in Worcester

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

Yes

1.2 Responsibility

Directorate/Organisation

Worcestershire Children First

Service Area

Education and Early Years

1.4 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

September 2027

1.5 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2.00 File(s) used instead of completing the form

[□ 2024-02-29 DaSi Data Protection Impact assessment Id # 688 - further information requested.msg](#)

7 Application Details

Last Updated Date Time

01/03/2024 15:03:43

Screening Submitted Date Time

26/02/2024 11:21:42

Last Reopened Date Time

No Date Recorded

Full Impact Submitted Date Time

01/03/2024 15:03:43

Approved/Rejected Date Time

01/03/2024 15:04:11

Current User Dashboard Request Status

Complete

8.0 People with access to the original screening

[Anna Field \(afield1@worcestershire.gov.uk\)](mailto:afield1@worcestershire.gov.uk)

[Daria Silva \(DSilva@worcestershire.gov.uk\)](mailto:DSilva@worcestershire.gov.uk)

8.1 People with access to this data protection assessment

[Anna Field \(afield1@worcestershire.gov.uk\)](mailto:afield1@worcestershire.gov.uk)

[Daria Silva \(DSilva@worcestershire.gov.uk\)](mailto:DSilva@worcestershire.gov.uk)

9 Direct Questions

Question:

Hello both,

Thank you for the submission. This afternoon I quickly reviewed the DPIA and am now seeking further clarifications on certain points. I would be grateful if you could respond to these:

1. It is not 100% clear from the submission about what is the purpose for capturing and processing personal data in relation to this DPIA. At least part of this processing relates to the consultation requirements for planning. Are there any other purposes for

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processing personal data for this project?

2. The two lawful basis chosen were Public Task and Contract. I am confused about how Contract is relevant here - is the processing of personal data necessary for us to deliver a contractual service to them? Dependent upon the rationale for this work, Legal Obligation may also be a lawful basis for processing because we, as the planning authority in this situation, are required under The Town and Country Planning (Development Management Procedure) (England) Order 2015 to undertake a formal period of public consultation.

3. What U Drive and which SharePoint site will this be stored in? Why will they be stored in two separate areas?

4. Has a completely new MS Teams site been considered for the storage of information relating to this project, so that automated retention periods can be applied?

5. Will there be any personal data that is shared with third parties?

6. Will this project require the creation of a new Privacy Notice? If not, what Privacy Notice are you intending on utilising when capturing personal data?

Many thanks,

Philip Bouchier

Asked by Philip Bouchier (PBouchier@worcestershire.gov.uk) at 28/02/2024 14:55:58

Anna Field (afield1@worcestershire.gov.uk), and Daria Silva (DSilva@worcestershire.gov.uk) have been asked this question.

Response:

1. There are no other known purposes for capturing personal data.

2. This was a misunderstanding on our behalf.

3. We use the SharePoint site for sharing information across teams. Teams may also use team only U drive areas.

4. No, not yet

5. No

6. Privacy notices are included in formal public consultations.

Regarding the 2 surveys that have been carried out for the new Worcester City secondary school there was not an opportunity for respondents to provide personal data as we only asked for postcodes. As no personal data was being requested we used the following confidentiality statement:

Confidentiality

By completing this voluntary survey, you agree to your responses being collated, processed and analysed by Worcestershire Children First and Worcestershire County Council. All the information you provide will be treated as private and confidential and held in accordance with General Data Protection Regulation (GDPR).

The results will be analysed and used for the purposes of considering the proposal for a new secondary school in Worcester. Any report published or shared with other organisations or individuals will never contain anything that could identify you.

When other surveys require some form of personal data from the respondent we use the opt-in function – eg “Do want to be kept informed about.....” with a yes/no response and those that indicate yes are then asked for contact details with the specifics about what the express purpose of the collecting the personal data is and what it will be used for. In these cases we reference the WCC full privacy notice: www.worcestershire.gov.uk/worcestershire-county-council-full-privacy-notice -(Interestingly Outlook is not allowing me to paste it in as a link today!)

Philip Bouchier (PBouchier@worcestershire.gov.uk) at 29/02/2024 08:47:49

Response:

- Can you please remind me what personal data is being processed for this project? If it is not for the consultation, is it just the school census data or anything else?

Just census data

- Following on from that question, in the DPIA it states that we are capturing information about name, age, address, email address, home phone number, mobile phone number, postcode and work related training awards. What type of records are these? For

example, is all from the school census data? Or is it possible that some of these categories of personal data are NOT being captured and processed for the purpose of this project?

The name, age, address, of all primary school children living in Worcester City is used to assess the demand for secondary school places – this is taken from the School Census. I am not aware that we capture email address, home phone number, mobile phone number, postcode and work related training awards for anyone.

- If there are future plans for further consultations, are you intending on having paper records? And if you are, what are you intending to do with these paper records (e.g. data input the information into the relevant system / scan them / store them)? As I mentioned above, Jane explained this has nothing to do with her team.

No future plans for consultation

Philip Bouchier (PBouchier@worcestershire.gov.uk) at 01/03/2024 14:55:00

[Add Response](#)