

# HAMPSHIRE COUNTY COUNCIL

## Report

<b>Decision Maker:</b>	Executive Lead Member for Childrens Services
<b>Date:</b>	26 March 2024
<b>Title:</b>	North Whiteley New Secondary School
<b>Report From:</b>	Director of Children's Services

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### Purpose of this Report

1. The purpose of this report is to set out the options for secondary education in the Whiteley and Fareham areas because of a new 6 form entry (fe) secondary school proposed to be built as part of the North Whiteley development area. The report considers the implications for schools in the neighbouring school place planning areas.
2. The report seeks permission to consult on the options outlined, including a preferred option.

### Recommendation(s)

3. That the Executive Lead Member for Children's Services gives approval to consult on the three options outlined within this report for the delivery of secondary education in the Whiteley and Fareham areas.

### Executive Summary

4. This report seeks to provide the Executive Lead Member with the detail behind the strategy for secondary provision in Whiteley. The South Whiteley development area already provided 2000 dwellings but a further 3,500 dwellings are planned for North Whiteley, 1,000 of which are already occupied.
5. The first Whiteley primary school serving the South Whiteley development was opened in 1997 with 3fe capacity. Two further primary schools will serve the North Whiteley development. Cornerstone CE Primary School, which was relocated from a temporary site and expanded in 2021, opened as 1fe but was built with 3fe capacity. The second primary school at North Whiteley, if required, is anticipated to open after 1700 occupations, currently estimated as 2029 or later, and would be built to accommodate an additional 2fe.

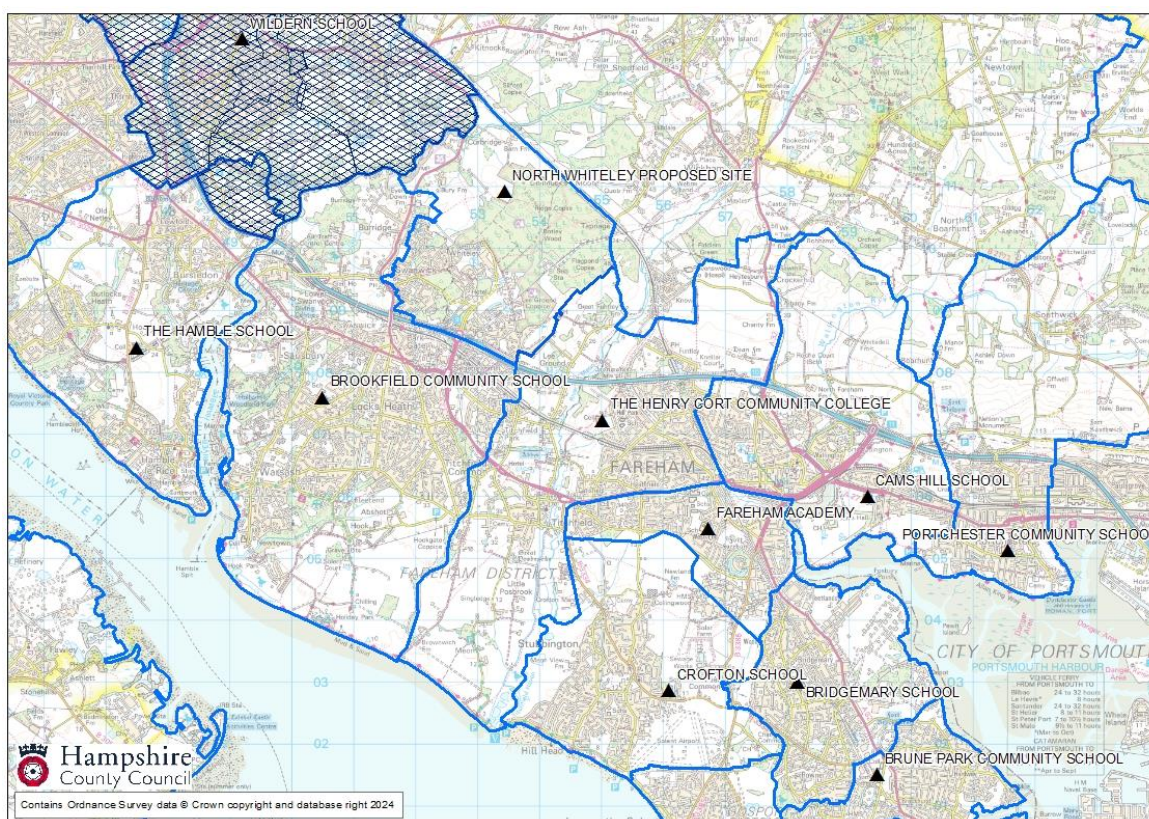
6. It is planned to open a new secondary school in September 2027 to serve the whole of the Whiteley area, funded from developer contributions. The new school will initially be built as 6fe with the potential to expand to 8fe should future local demand require. The North Whiteley development and the existing Whiteley area are currently part of The Henry Cort Community College catchment area.
7. The long-term school forecasts suggest that a new 6fe secondary school in Whiteley and the retention of The Henry Cort Community College would lead to a significant surplus of school places across Fareham. This paper outlines the options and assesses the implications for schools within the local school place planning areas.

### **Contextual information**

8. The existing Whiteley development of 2000 homes was completed some years ago and includes Whiteley Primary School (3fe). The planned new secondary school will aim to serve the whole of the Whiteley development.
9. The North Whiteley development area is located to the north of the existing settlement with plans for 3,500 homes, two primary schools, a secondary school, retail and community centre and significant highway improvements. Approximately 1,000 dwellings are already occupied.
10. The North Whiteley development includes Cornerstone CE Primary School (3fe) and a proposal for a future new 2fe primary school. This means a potential for 8fe of primary provision within the two developments.
11. A new six form entry (6fe) secondary school is proposed to be built and opened for September 2027. This is based on the timing of the land transfer to the County Council to build the school, ensuring there are sufficient pupils arising from the development and providing the best opportunity for financial stability. The school is being built to accommodate the yield from the existing Whiteley area along with the anticipated yield from the North Whiteley development. The school is being designed with futureproofing to allow expansion by a further 2fe if required. The timing of any future expansion will be closely monitored to ensure if it is required it is brought forward in line with forecast demand. This would need to be funded through the Basic Need grant from the Department for Education (DfE).
12. Until the new secondary school is open in September 2027, the County Council will continue to work closely with The Henry Cort Community College during each Year 7 admissions round to ensure there is sufficient capacity to meet local demand.
13. The Henry Cort Community College is located within the Fareham North & West school place planning area together with Brookfield School. The M27 runs to the north of The Henry Cort Community College and therefore between the College and the Whiteley development, which has implications

for school transport arrangements within the current catchment area (please see figure 1 below). Whiteley is in the administrative area of Winchester City Council and The Henry Cort Community College is within the administrative area of Fareham Borough Council. In recent years, many of the Whiteley students who transferred to secondary school at Year 7 chose to attend Swanmore College in the south of Winchester District rather than The Henry Cort Community College.

14. Figure 1: The location of the new North Whiteley School and the existing secondary schools.



## Data and Information

15. Table 1 below shows the secondary schools within the three school place planning areas which are the most likely to be impacted by a new school at North Whiteley, the numbers on roll in October 2023, and the percentage of those children that live in each school's catchment area.

Table 1: Numbers on Roll autumn 2023/24 and % from Catchment

School Attended	Total	Catchmen t	%
Brookfield Community School	1821	1707	94%
The Henry Cort Community College	889	720	81%
Fareham Academy	887	482	54%
Crofton School	1100	548	50%

Cams Hill School	1269	559	44%
Portchester Community School	704	389	55%
<b>FAREHAM TOTAL</b>	<b>6670</b>	<b>4405</b>	<b>66%</b>

16. There is a main admission round and in-year pressure in the Fareham North and West planning area, especially at Brookfield Community School where current number on roll data shows that all year groups were full in September 2023.
17. The Henry Cort Community College is currently full in years 7 and 8. This includes an increasing number of children living in the new housing in North Whiteley. For many of these children, if moving to Whiteley or North Whiteley in-year the next nearest school with a place available is Bridgemary School in Gosport or Portchester Community School, both of which are over 6 miles away. In the Fareham Central and East planning area the pressure on places is lessened because Portchester Community School has spaces in all year groups.
18. Table 2 shows which schools' children currently living in Whiteley and North Whiteley are attending. The table does not name schools where less than 5 students with a Whiteley address are attending, but they are included within the total.
19. Table 2

	School Name	Total
Primary Age	Bishop's Waltham Junior School	6
	Botley Church Of England (Controlled) Primary School	11
	Cornerstone VA Primary School	268
	Curdrige Primary School	9
	Hook-With-Warsash Church Of England Academy	7
	Locks Heath Junior School	12
	Park Gate Primary School	13
	Sarisbury Church Of England Junior School	11
	St Anthony's Catholic Primary School	25
	St John The Baptist Church Of England Primary School, Titchfield Common	16
	Whiteley Primary School	554
	<b>TOTAL PRIMARY AGE</b>	<b>932</b>
Secondary Age	Brookfield Community School	57
	Fareham Academy	12
	Swanmore College	150
	The Henry Cort Community College	292
	Wildern School	15
	<b>TOTAL SECONDARY AGE</b>	<b>526</b>
<b>TOTAL</b>	<b>1555</b>	

20. Table 3 shows the total number of pupils living in each catchment area. The year denotes when each cohort was/will be in year 7. For example, in 2027/28, when the new school is due to open, it will be for the cohort who are currently in year 2.

Table 3

21. Key Points to Note:

			2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	
		School Name	PAN	Yr11	Yr10	Yr9	Yr8	Yr7	Yr6	Yr5	Yr4	Yr3	Yr2	Yr1	YrR
Fareham West	Brookfield Community School	360	356	368	362	359	394	362	430	394	376	359	355	339	
	The Henry Cort Community College excluding Whiteley	180	261	251	240	274	273	312	259	324	153	147	166	149	
	North Whiteley Secondary School	180	0	0	0	0	0	0	0	0	138	156	133	143	
	<b>TOTAL</b>	<b>720</b>	<b>617</b>	<b>619</b>	<b>602</b>	<b>633</b>	<b>667</b>	<b>674</b>	<b>689</b>	<b>718</b>	<b>667</b>	<b>662</b>	<b>654</b>	<b>631</b>	
Fareham Central/East	Fareham Academy	180	145	171	166	162	165	163	166	153	169	163	157	148	
	Crofton School	222	107	111	129	116	123	126	103	117	119	110	105	91	
	Cams Hill School	250	140	126	125	139	163	123	156	148	146	150	146	118	
	Portchester Community School	168	129	135	118	149	135	156	120	129	144	120	117	106	
	<b>TOTAL</b>	<b>820</b>	<b>521</b>	<b>543</b>	<b>538</b>	<b>566</b>	<b>586</b>	<b>568</b>	<b>545</b>	<b>547</b>	<b>578</b>	<b>543</b>	<b>525</b>	<b>463</b>	
<b>FAREHAM BOROUGH TOTAL</b>		<b>1540</b>	<b>1138</b>	<b>1162</b>	<b>1140</b>	<b>1199</b>	<b>1253</b>	<b>1242</b>	<b>1234</b>	<b>1265</b>	<b>1245</b>	<b>1205</b>	<b>1179</b>	<b>1094</b>	

Pressure exists in Fareham North and West so a catchment area change may be required.

There is a significant influx from Gosport and Portsmouth into some schools and movement between schools within the borough however overall, there are enough catchment area places.

Even so, it is possible that additional places will be needed in the short-term to reflect demand through the admissions process until push-back of out of area pupils takes effect.

The current year R numbers demonstrate that by 2030/31, there will be significant surplus places within the Fareham area, with 1540 places against 1094 likely demand.

The long-term demand for secondary places within the Whiteley area, once the development is complete, will be between 6 and 8 forms of entry (900 – 1200 places) which justifies a new school to serve the development.

**Options Considered**

22. Data indicates that although the new secondary school is needed in Whiteley to meet the current and future demand from the development and to meet the total demand across Whiteley and Fareham, it is likely to lead to some surplus places within the Fareham school place planning areas. For many reasons significant surplus places can have a direct impact on the viability of a school.
23. There are three options proposed to mitigate the impact of the new secondary school. The key factors which have been considered in arriving at these options are as follows:

Ensuring sufficient local secondary school places in both Whiteley and Fareham

Planning for the future impact on secondary schools due to the declining numbers on roll in the primary school sector

Reducing travel time and cost for majority of pupils

Provision of new modern accommodation in the heart of a large new community

Impact on educational outcomes

Impact on the financial viability of individual schools

Human resources implications, for the staff at individual schools

Community impact

Compliance with the School Admissions Code and admissions law

24. **Option 1 - Build North Whiteley Secondary as a new 6fe academy and The Henry Cort Community College remains operational** and on its current site but, with a reduced catchment area catering for 4fe (based on remaining feeder school PANs, though primary numbers on roll are falling).
25. **Option 2 - Build North Whiteley Secondary as a new 6fe academy and The Henry Cort Community College closes.** Remaining catchment area jointly shared between Fareham Academy and Cams Hill School. Further work to understand the potential spare building capacity and any necessary catchment changes will be undertaken once approval is given to consult.
26. **Option 3 - Relocate The Henry Cort Community College to the new North Whiteley secondary school site –** The County Council's preferred option. A split site arrangement would likely be required in the short term, while the existing year groups filter out of the school, for example, with Years 10 and 11 remaining at The Henry Cort Community College site. Remaining catchment area jointly shared between Fareham Academy and Cams Hill School. As with option 2, further work to understand the potential spare building capacity and any necessary catchment changes will be undertaken once approval is given to consult.

### **Catchment Moves and Link Primary School Implications**

27. Analysis of the data indicates that both option 2 or 3 (above) would require a combination of catchment and link school alterations to meet local demand, ensure an appropriate spread of secondary school places and to reduce transport costs. The following potential changes need to be tested through

consultation with the schools impacted, residents, and other stakeholders. A statutory process would also need to be completed.

28. It is proposed that the new secondary school will open in September 2027, to serve the Whiteley area. As outlined in paragraphs 25-27 the options proposed to mitigate the wider impact of a new school within the area include the relocation or closure of The Henry Cort Community College.

29. Table 4 tests the option of the remaining Fareham catchment area of The Henry Cort Community College, once the Whiteley area becomes the catchment for the new school, to become part of a shared catchment area between Fareham Academy and Cams Hill School. This would include the linked primary schools: Orchard Lea Junior, Titchfield Primary and St Columba Primary.

30. *Table 4 - Catchment numbers only: shared between Fareham Academy and Cams Hill School.*

School Name	PAN	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31
		Yr11	Yr10	Yr9	Yr8	Yr7	Yr6	Yr5	Yr4	Yr3	Yr2	Yr1	YrR
Brookfield Community School	360	356	368	362	359	394	362	430	394	376	359	355	339
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North Whiteley Secondary School	180	0	0	0	0	0	0	0	0	138	156	133	143
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The Henry Cort Community College excluding Whiteley		261	251	240	274	273	312	259	324	153	147	166	149
Fareham Academy	180	145	171	166	162	165	163	166	153	169	163	157	148
Cams Hill School	250	140	126	125	139	163	123	156	148	146	150	146	118
Shared Area	430	546	548	531	575	601	598	581	625	468	460	469	415
Crofton School	222	107	111	129	116	123	126	103	117	119	110	105	91
Portchester Community School	168	129	135	118	149	135	156	120	129	144	120	117	106
Other Schools in Borough	390	236	246	247	265	258	282	223	246	263	230	222	197
FAREHAM BOROUGH TOTAL	1360	1138	1162	1140	1199	1253	1242	1234	1265	1245	1205	1179	1094

31. *Table 5 – Linked primary school numbers: shared between Fareham Academy and CAMS Hill School.*

Table 5 – Linked primary school numbers: shared between Fareham Academy and CAMS Hill School.			
School Name	Sec PAN	Pri PAN	Difference
Brookfield Community School	360	398	-38
<b>Brookfield Community School</b>	<b>360</b>	<b>398</b>	<b>-38</b>
North Whiteley Secondary School	180	120*	60
<b>North Whiteley Secondary School</b>	<b>180</b>	<b>120</b>	<b>60</b>
The Henry Cort Community College excluding Whiteley		124	-124
Fareham Academy	180	173	7
Cams Hill School	250	195	55
<b>Shared Area</b>	<b>430</b>	<b>492</b>	<b>-62</b>
Crofton School	222	158	64
Portchester Community School	168	210	-42
St Anthony's Catholic Voluntary Aided Primary School*		30	-30
<b>Other Schools in Borough</b>	<b>390</b>	<b>398</b>	<b>-8</b>
<b>FAREHAM BOROUGH TOTAL</b>	<b>1360</b>	<b>1408</b>	<b>-48</b>
*note St Anthony's Catholic School is within Brookfield Schools catchment area but is not linked to any Hampshire Secondary school. Children attending St Anthony's may go on to attend Catholic secondaries in Southampton and Portsmouth unitary			
* Cornerstone CE Primary School has an official PAN of 30 still, but has take 60 in recent admissions rounds and has the accommodation to support the higher PAN.			

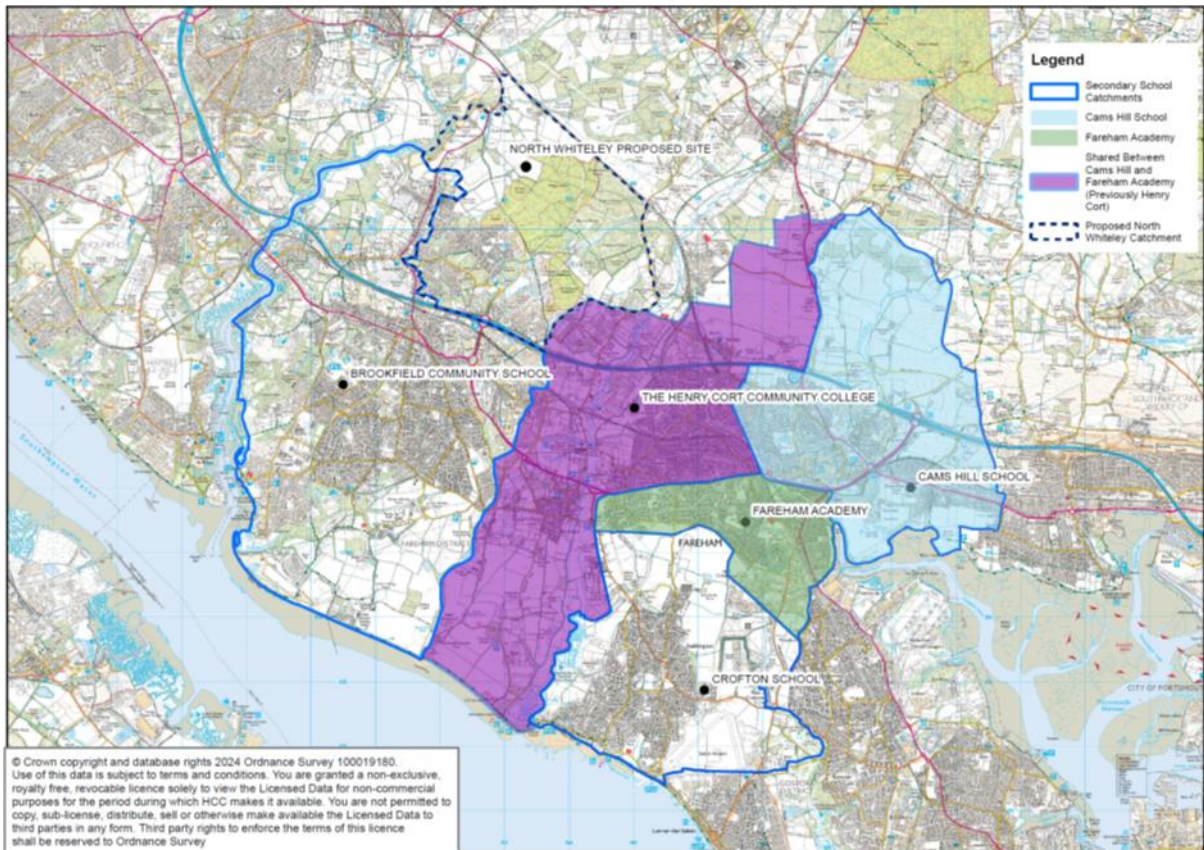
32. The total number of children living within the catchment areas of Fareham Academy, Cams Hill School, and The Henry Cort Community College once the Whiteley area has been removed is greater than the total PANs, as shown in table 4, and the combined numbers within the linked primary schools are similarly higher than the secondary PANs, as shown in table 5. It is anticipated that there will be a short-term pressure due to the falling numbers on roll in primary schools. The current year R numbers demonstrate that by 2030/31, there will be surplus places across this combined catchment area, with 430 places available to meet a likely catchment demand of 415 children.
33. There is potential to increase the admission limit at either Fareham Academy or Cams Hill School, to meet any future increase in catchment demand. Further discussion with each school would be essential if approval is given to consult. There is surplus from within the catchment and linked primary schools for Crofton School, and across the wider Fareham area, as shown in table 4, so there would be sufficient places for those living within the area across all secondary schools combined.
34. Table 6 outlines the potential catchment changes associated with options one, two and three (see paragraphs 25-27). Further work will be undertaken, following engagement with the schools in Fareham West, Central and East to assess the total accommodation available and any potential additional accommodation required.



*Table 6 – proposed catchment changes associated with options outlined in paragraphs 25-27.*

<b>Proposed Change</b>	<b>Relevant Option: 1, 2 or 3</b>	<b>Schools Impacted</b>	<b>Comment</b>
Whiteley area becomes the catchment for the new secondary school, based in the North Whiteley development	<b>Option 1,2&amp;3</b>	Henry Cort Community College, if it remains in its existing location, would lose approximately half of its catchment area.	This move would see a large reduction in transport costs from Whiteley into Fareham.
Remainder of The Henry Cort Community College's catchment area (the Fareham part) is a shared area between Fareham Academy and Cams Hill School	<b>Option 2&amp;3</b>	Fareham Academy and Cams Hill School both potentially see a growth in their catchment areas. St Columba CE Primary Academy, Orchard Lea Infant and Junior and Titchfield Primary Schools would be linked to Fareham Academy and Cams Hill.	Fareham Academy alone would not have sufficient space to accommodate all of The Henry Cort Community College's Fareham based catchment. Possible transport costs for some Titchfield children who may be eligible under distance to Fareham Academy as nearest catchment school.

35. *Image 2 – potential catchment changes, including a shared catchment area between Fareham Academy and Cams Hill School*



## Transport Implications

36. School Transport are already transporting Whiteley children to local schools, including The Henry Cort Community College. Once the new secondary school opens the broad impact is likely to be a reduction in transport costs. Currently 8 single decker buses are going from Whiteley to The Henry Cort Community College on a twice daily basis at a total annual cost of £353,069.
37. Should option 3 be progressed and The Henry Cort Community College relocates to Whiteley, which is The County Council's preferred option, there would be further implications for School Transport in the short term with potential for a split site arrangement as well as some existing The Henry Cort Community College pupils needing to be transported to Whiteley. In the longer term, alongside a catchment area change, demand for the relocated The Henry Cort Community College would become more locally generated, so transport costs should be significantly reduced.
38. **Community Impact**
39. The Henry Cort Community College site includes a clubhouse used by Fareham Hockey Club which is subject to a ground lease and associated with an all-weather pitch which is shared with the school. Further work is needed to understand the implications. Other community use will be assessed, and a

plan agreed to manage any potential closures of such, working with key stakeholders, should a relocation or closure of the school be approved.

## **Finance**

40. The revenue implications for both the County Council and individual schools are dependent on a range of factors including the final agreed approach, any transitional arrangements, and the actual impact on pupil destination. The current school funding policy arrangements are outlined below. Any changes or reforms to school funding from 2024 onwards are not yet known.
41. If a new academy were to open, additional funding would be provided for both lead-in costs and post-opening costs as detailed within the Hampshire School Funding Policy Pack.
42. If The Henry Cort Community College were to re-locate to the North Whiteley site and this results in a short-term split site arrangement, then additional funding would be provided in acknowledgement of anticipated additional costs associated with managing the extra site.
43. Likely additional costs would include:
  - additional infrastructure and transport costs
  - additional administration costs
  - extra cost of running two reception areas
  - additional caretaking
  - additional IT costs
44. The DfE states that local authorities need to fund such schools in a way that incentivises efficiency rather than sustaining inefficiency. Currently, funding is distributed via a local policy which considers a fixed sum of money for each additional site plus an amount which varies depending on the distance between the sites. From 2024/25, the DfE intend to fund split sites via a national funding formula, however the proposed formula closely mirrors the current policy in place. The funding values, along with the full criteria, are set out within the Hampshire School Funding Policy Pack.
45. The Local Authority Growth Fund is to provide additional funding in support of schools which are growing above their PAN to meet basic need for school places. This could therefore apply to either the new or re-located school as it grows its capacity, likewise funding could be provided to nearby schools which take on the displaced students from The Henry Cort Community College, in the event it closes.
46. If the re-organisation results in falling student numbers, then additional funding could be available where there is future growth within the Local

Authority forecasts. The full list of criteria, along with further funding information is also detailed within the Hampshire School Funding Policy Pack. Depending on the circumstances, additional funding may be available to support a significant re-organisation of a school however, this would not be considered simply for a school relocation or for an increase in PAN. Further funding information is also detailed within the Hampshire School Funding Policy Pack

47. All options present financial challenge to The Henry Cort Community College primarily around changes to pupil numbers as that dictates the majority of school funding. This will require careful financial planning to respond to any changes that may occur. The Henry Cort Community College currently has a surplus balance of £313,000 (31st March 2023) and a healthy number on roll. It should be noted however that there are surplus places across the primary phase which will eventually feed through to the secondary phase and therefore some financial challenge is expected across the secondary estate.

## **Performance**

48. The Fareham district primary and secondary school performance in 2022 current Ofsted judgement and LA support status is shown in appendix 2.
49. The Henry Cort Community College was recently judged by Ofsted in July 2023 as Requires Improvement. It will be reinspected by Ofsted within 30 months, and it is both the Local Authority's expectation and that of Ofsted that it will have improved sufficiently to be a Good school. As a school that is currently judged to Require Improvement, there is a package of leadership and curriculum intervention in place for both school staff and the governing body to support its improvement. The impact of this work will be regularly evaluated and adjusted in endeavouring to ensure that Henry Cort Community College is on track to be judged Good at its next inspection.
50. The provision of a new secondary school in Whiteley is likely to have an educational impact on the existing provision at The Henry Cort Community College. Until the new school is at capacity its presence is likely to draw pupils away from The Henry Cort Community College from Year 7 as well as pupils transferring as mid-year admissions, therefore affecting all year groups. The consequent reduction in the number of pupils on roll at The Henry Cort Community College will inevitably affect staff retention as staff become aware that their employment may become vulnerable. Additionally, the breadth of curriculum provision will diminish with insufficient pupils to be able to plan and deliver a broad suite of options for both the key stage 3 offer, and the GCSE examination curriculum. This reduction in curriculum offer may in turn result in pupils seeking an alternative school. Whilst this may be resolved long term as the places at new Whiteley School become filled, this is likely to take 5-7 years which is a generation of secondary aged pupils.

51. If a decision to close The Henry Cort Community College is made, parents seeking stability for their children's curriculum provision are likely to seek an alternative school place at the earliest opportunity to secure curriculum continuity, particularly ahead of the child embarking on their GCSE programme. As already stated, this reduction in the number of pupils remaining on roll at The Henry Cort Community College will impact on the numbers of staff available as they move to secure their own position. This in turn will affect the breadth of academic provision as well as the wider extended curriculum supporting team development, socialisation and participation of pupils in groups.
52. A significant risk associated with potential school closure is the depletion of leaders in the school; it is challenging to recruit leaders to schools in the current climate, and once a proposal and consultation to close a school is started, leaders may decide to secure other posts.
53. The benefit of relocating The Henry Cort Community College to accommodate the new development and those pupils who currently attend The Henry Cort Community College, several of whom live in the new locality, is that the school will be of an optimum size to have a strong and broad curriculum offer, resulting in both pupil and staff retention.

## **Equalities**

54. Some protected characteristics have been identified as equality impacts. The impact varies depending on which option is taken forward. Option 1, option 2 and option 3 are explained in detail in paragraphs 24-26. The full Equality Impact Assessment is available at the end of this report.
55. **Age:** A negative/low public impact has been identified for children and young people aged 4-16, as well as adult staff members, though the impact varies depending on each option. With both option 1 and 2, there is likely to be a period of uncertainty, with falling numbers on roll and budget pressures. Reduced funding could result in fewer teachers and less flexibility around group sizes. With option 3, young people (11-16 years) and staff may have an increased commute to the new school if it were located on the North Whiteley development. This would result in linked primary schools changing and therefore potentially having an impact on children aged 4-11 years.
56. Should option 3 be progressed there would be implications for School Transport in the short term with the potential for a split site arrangement as well as some existing The Henry Cort Community College pupils needing to be transported to Whiteley. This could impact on children aged 11-16 years. In the longer term, alongside a catchment area change, demand for the relocated The Henry Cort Community College would become more locally generated, so transport costs should be significantly reduced. Currently,

School Transport are already transporting Whiteley children to local schools, including The Henry Cort Community College.

57. If The Henry Cort Community College is to relocate, there would need to be a consultation exercise with all staff at The Henry Cort Community College. Hampshire County Council Human Resources department will work with and support all members of staff in line with all appropriate policies, regardless of their age, to assist with finding alternative employment elsewhere if required.
58. **Disability:** A negative/low public impact has been identified for disability. As with age, there is likely to be a period of uncertainty for those children, young people or staff who have a disability. The new North Whiteley secondary school will be fully accessible for children and staff but depending on which option is taken forward, there may need to be a split site arrangement in the short-term.
59. There will be a lift to first and second floors to allow those who have mobility difficulties access to every room in the school building. The school will also have accessible toilets/ a hygiene room which can be used by both children and staff. These plans are still being developed with the help of access officers within the local authority. It is also planned that a Special Educational Needs Resource Provision (SEND RP) will operate within the school. The RP will provide a provision for local children and young people who have disability as a protected characteristic and may be able to attend providing they meet admissions criterion.
60. Children that have the school named on their EHCP and are entitled to transport assistance will continue to receive transport to and from the new school in accordance with School Transport policies. If The Henry Cort Community College is to relocate, there would need to be a consultation exercise with all staff at The Henry Cort Community College. Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including any staff with a disability or long-term health conditions, to assist with finding alternative employment elsewhere.
61. **Pregnancy and Maternity:** A negative/low impact has been identified for pregnancy and maternity. The proposed options are expected to have a negative/low impact on people who share pregnancy and maternity as a protected characteristic.
62. Should option 1 be taken forward and The Henry Cort Community College remains operational with a smaller catchment area, Hampshire County Council's Human Resources department will support and work with all members of staff in line with all appropriate policies, including those on

maternity or paternity leave, to assist with finding alternative employment elsewhere should this be needed.

63. Should option 2 be taken forward with the closure of The Henry Cort Community College, Hampshire County Council's Human Resources department will support and work with all members of staff in line with all appropriate policies, including those on maternity or paternity leave, to assist with finding alternative employment elsewhere.
64. Should option 3 be taken forward and The Henry Cort Community College relocate to the new North Whiteley Secondary School, all students and staff would remain on roll or employed by the school.
65. **Poverty:** As highlighted in the report, should option 1 be taken forward there could be a sudden decrease in pupil numbers and therefore the associated funding. A decline in pupil numbers, and a subsequent reduction in funding, presents difficulties for a school in appointing staff and delivering the full range of curriculum opportunities to pupils. Reduced funding could result in fewer teachers and less flexibility around group sizes. This could have an impact on lower income families whose children still attend The Henry Cort Community College.
66. If option 2 were to be taken forward, there would be a period of uncertainty for many of the students that currently attend The Henry Cort Community College. This could be challenging for students who are from low-income households however, they may be entitled to transport assistance providing they meet the criteria.
67. Should option 3 be taken forward any child currently attending The Henry Cort Community College would remain on roll and therefore retain their place at the school. While transition arrangements are yet to be discussed, there could be the potential for all students to move across to the new building on the North Whiteley development. This could be challenging for students who are from low-income households, although they may be entitled to transport assistance if they meet the criteria.

## **Climate Change Impact Assessment**

68. Hampshire County Council utilises two decision-making tools to assess the carbon emissions and resilience impacts of its projects and decisions. These tools provide a clear, robust, and transparent way of assessing how projects, policies and initiatives contribute towards the County Council's climate change targets of being carbon neutral and resilient to the impacts of a 2°C temperature rise by 2050. This process ensures that climate change considerations are built into everything the Authority does.

69. It was not appropriate to outline the specific impact of this proposal on climate change adaptation and mitigation because this report relates to an early-stage strategic decision on the provision of secondary schools in the Whiteley and Fareham areas. Once the consultation has concluded, and a final solution agreed, the impact on climate change can be assessed more accurately and a full mitigation strategy developed to ensure the project remains in line with Hampshire County Council's Climate Change Strategy and the recommendations of the Hampshire 2050 Commission of Inquiry.

## Statutory Processes and Programme

70. Should the decision be taken to propose the relocation of The Henry Cort Community College (option 3) a statutory process will need to be followed as set-out in the DfE statutory guidance [Making Significant Changes to Maintained Schools](#). The timeline for the statutory process is given below.
71. With any of the 3 options proposed, a change to catchment areas will need to take place from September 2027 as the new secondary school will become the Whiteley area catchment. A decision will be needed on the revised catchment area which will no longer be served by the school.
72. A new school on North Whiteley (option 1), would be an academy with a sponsor procured via the Presumption Route, and appointed by Department for Education in 2025.
73. Should the decision be taken to close The Henry Cort School (option 2) a statutory process will need to be followed. Any proposal that requires a school to close will need to consider the DfE statutory guidance [Opening and Closing Maintained Schools](#).
74. A draft timeline for approvals, consultation and implementation is set out in table 7 below.

<b>Date</b>	<b>Activity</b>
26 March 2024	ELMCS decision day seeking approval to consult
29 March 2024 – 31 May 2024	Public consultation period
25 October 2024	ELMCS decision day with update on consultation and recommendation to issue Public Notice



8 November 2024 – 13 December	Public Notice period
12 February 2025	ELMCS decision day - final approval (within 2 months of the end of representation period)
Summer term 2025	Catchment change consultation
Autumn term 2025	Admissions arrangements consultation

### **Human Resources Implications**

75. The HR implications will be dependent on a range of factors including the final decision, any transitional arrangements and pupil numbers.
76. If a new academy were to open, with a reduced catchment area for The Henry Cort Community College, this would require The Henry Cort Community College to review their staffing requirement to meet needs of a reduced number of pupils and budget available.
77. If a new academy were to open, with The Henry Cort Community College closing, this would lead to a closure exercise, with all staff in The Henry Cort Community College being made redundant if they do not secure alternative employment.
78. If The Henry Cort Community College is to relocate, there would need to be a consultation exercise with all staff at The Henry Cort Community College.

### **Conclusions**

79. That the Executive Lead Member for Children's Services gives permission to consult on the three options outlined in paragraphs 25-27 within this report for the delivery of secondary education in the Whiteley and Fareham areas.

**REQUIRED CORPORATE AND LEGAL INFORMATION:**

**Links to the Strategic Plan**

<b>Hampshire maintains strong and sustainable economic growth and prosperity:</b>	No
<b>People in Hampshire live safe, healthy and independent lives:</b>	Yes
<b>People in Hampshire enjoy a rich and diverse environment:</b>	No
<b>People in Hampshire enjoy being part of strong, inclusive communities:</b>	Yes

## **EQUALITIES IMPACT ASSESSMENT:**

### **Equality Duty**

The County Council has a duty under Section 149 of the Equality Act 2010 ('the Act') to have due regard in the exercise of its functions to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act with regard to the protected characteristics as set out in section 4 of the Act (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation);
- Advance equality of opportunity between persons who share a relevant protected characteristic within section 149(7) of the Act (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation) and those who do not share it;
- Foster good relations between persons who share a relevant protected characteristic within section 149(7) of the Act (see above) and persons who do not share it.

Due regard in this context involves having due regard in particular to:

- The need to remove or minimise disadvantages suffered by persons sharing a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons sharing a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons sharing a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

### **Equalities Impact Assessment:**



## Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

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

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
Amy Chambers	Project Officer Children's Services	amy.chambers@hants.gov.uk Tel:03707 798802

Title:	Public consultation on the options for secondary school provision in the Whiteley area.
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Secondary provision in the North Whiteley development area and surrounding areas
Description of the service/policy/project/project phase	<p>The North Whiteley Major Development Area (MDA) is located to the north of the existing settlement at Whiteley. Outline planning consent has been granted for 3,500 homes, two primary schools, a secondary school, retail and community centre and significant highway improvements. Approximately 1,000 dwellings are already occupied. The first of two new primary schools planned for the development, Cornerstone CE Primary School, opened in 2021 at 60 places per year group. The second primary school is anticipated to open in 2029 or later and will be built to accommodate 420 primary age children. Secondary age children from the North Whiteley development and the existing Whiteley area are currently attending The Henry Cort Community College, Fareham Academy, Swanmore College and other local schools.</p>
New/changed service/policy/project	<p>A new 900 place secondary school is proposed to open for September 2027 which is being funded by developer contributions. The proposed opening date of 2027 is based on the timing of the land becoming available to the County Council to build the school and ensuring there are enough pupils from the development which will enable the school to be financially viable. The school is being built to accommodate the yield from the existing Whiteley area together with the anticipated yield from the North Whiteley development. The school is being designed to allow expansion by a further 60 places per year group (a total of 300 places) if required. The timing of any expansion to the school will be monitored so that it is available in line with forecast demand. The schools that will most likely be impacted by the new school are; The Henry Cort Community College, Brookfield Community School, Fareham Academy, Crofton School. Cams Hill School, Swanmore College, Portchester Community School. Whilst there is no secondary school on the North Whiteley development currently, many students are travelling to Henry Cort Community College. The long-term school forecasts suggest that a new 6fe secondary school on the North Whiteley development and the retention of The Henry Cort Community College would lead to a significant surplus of school places across Fareham. Several options have therefore been considered including Hampshire County Council's preferred recommendation to relocate The Henry Cort Community</p>

College to the new secondary school site on the North Whiteley development. This EIA supports a report being taken to the Executive Lead Member for Children's Services (ELMCS) which considers the implications for schools in the neighbouring school place planning areas. Subject to approval, Hampshire County Council would begin a period of public consultation on Secondary provision in the North Whiteley development area and surrounding areas with a recommendation to relocate The Henry Cort Community College to the new 6fe site on the North Whiteley development. Regardless of which option is agreed on and implemented, there will undoubtedly be an impact to those who attend and work at any of the schools in Whiteley and the surrounding areas. For the purpose of this EIA, the impact assessment will cover the HCC preferred option, option 3 - relocate The Henry Cort Community College to the new North Whiteley secondary school site.

## Engagement

Should the ELMCS approve the recommendation to begin a non-statutory period of public consultation, Hampshire County Council will look to conduct a 9 week consultation period. The consultation will be on secondary provision in the North Whiteley development area and surrounding areas and will include the HCC recommended option which would be to relocate The Henry Cort Community College to the new North Whiteley secondary school once built. The consultation will also include other options which have been considered. The options are listed in detail in the report this EIA accompanies. In short, the options which will be consulted on are: Option 1 - Build North Whiteley Secondary as a new 6fe academy and The Henry Cort Community College remains operational but, with a reduced catchment area Option 2 - Build North Whiteley Secondary as a new 6fe academy and The Henry Cort Community College closes. Option 3 - Relocate The Henry Cort Community College to the new North Whiteley secondary school site.

This consultation will run from 28 March 2024 until 31 May 2024 with the proposal to also be included on Hampshire County Council's (HCC) consultation website: <http://consultations.hants.gov.uk/active.aspx>

Letters will be emailed to; Parents of children at the potentially affected schools (via the school) • Headteachers of the potentially affected schools • Chair's of Governors at the potentially affected schools • School staff at the potentially affected schools • Headteachers, Chairs of Governors & parents of children at all schools within 3 miles (via the schools) • Staff union representatives • MP's for all area's • HCC Elected member • Local District and Parish Councillors of all potentially affected schools • Early Years Development and Childcare • Other relevant HCC Officers

Public meetings will be held to allow stakeholders to put forward their views on the proposal directly to officers, offer alternate proposals and ask any questions they may have. The Strategic development team will run an online survey to collect comments on the proposals and will also provide paper versions at the drop in events if needed. Stakeholders can submit their comments via email to: [strategicplanningunit@hants.gov.uk](mailto:strategicplanningunit@hants.gov.uk) or can write in to the postal address that is stated on the consultation webpage. There will also be a short accompanying

video presentation accessible online for stakeholders to view as part of the suite of information to be provided. To accompany this there will be an extensive information pack, FAQ's and an easy read document.

The outcome of the non-statutory consultation into Secondary provision in the North Whiteley development area and surrounding areas will be detailed in an Elective Lead Member for Children's Services report which will then be taken to the October 2024 decision day. The report will detail the comments and responses that were received during the consultation period.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>Hampshire County Council is committed to ensuring that local school places for local children are provided. The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1: Should a new school be built on the North Whiteley development and The Henry Cort Community College remains operational there would be little impact in the short term. Secondary age students (11-16 years) who live on the North Whiteley and wider Whiteley development are likely to attend the new school, and students who live closer to The Henry Cort Community College are likely to remain at this school. The long-term issue which is likely to occur is the predicted drop in demand for The Henry Cort Community College based on the current forecast figures. A decline in pupil numbers at The Henry Cort Community College, and a subsequent reduction in funding, presents difficulties for a school in appointing staff and delivering the full range of curriculum opportunities to pupils. Reduced funding could result in fewer teachers and less flexibility around group sizes.</p> <p>Option 2: Closing The Henry Cort Community College and opening a new academy at the new North Whiteley Secondary School site could result in a period of uncertainty for pupils (11-16 years) and staff at The Henry Cort Community College. This would result in linked primary schools changing and therefore potentially having an impact on children aged 4-11 years.</p> <p>Option 3: If the decision is made to relocate The Henry Cort Community College to the North Whiteley secondary site in new 6fe accommodation some children (11-16 years) and staff may have an increased commute to the new school if it were located on the North Whiteley development. This would result in linked primary schools changing and therefore</p>

	potentially having an impact on children aged 4-11 years.
Mitigation	<p>Should option 3 be progressed and The Henry Cort Community College relocates to Whiteley, there would be implications for School Transport in the short term with the potential for a split site arrangement as well as some existing The Henry Cort Community College pupils needing to be transported to Whiteley this could impact on children aged 11-16 years. In the longer term, alongside a catchment area change, demand for the relocated The Henry Cort Community College would become more locally generated, so transport costs should be significantly reduced. Currently, School Transport are already transporting Whiteley children to local schools, including The Henry Cort Community College.</p> <p>If The Henry Cort Community College is to relocate, there would need to be a consultation exercise with all staff at The Henry Cort Community College. As this option also entails some of the catchment area moving to Fareham Academy and Cams Hill School, this is also likely to require a review of staffing requirement and it is likely that some staff could be made redundant within this restructure process. The Hampshire County Council Human Resources department will work with and support all members of staff in line with all appropriate policies, regardless of their age, to assist with finding alternative employment elsewhere if required.</p>

## Disability

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1, 2 &amp; 3 :The new school will be fully accessible for children and staff. There will be a lift to first and second floors to allow those who have mobility difficulties access to every room in the school building. The school will also have accessible toilets/ a hygiene room which can be used by both children and staff.</p> <p>The proposal is to make the outside landscape fully accessible which will allow adults and children easy access to all outdoor areas of the school site. These plans are still being developed with the help of access officers within the local authority. It is also planned that a Special Educational Needs Resource Provision (SEND RP) will operate within the school. The</p>



	<p>RP will provide a provision for local children and young people who have disability as a protected characteristic and may be able to attend providing they meet admissions criterion.</p>
Mitigation	<p>Children that have the school named on their EHCP and are entitled to transport assistance will continue to receive transport to and from the new school in accordance with School Transport policies.</p> <p>If The Henry Cort Community College is to relocate, there would need to be a consultation exercise with all staff at The Henry Cort Community College. As this option also entail some of the catchment area moving to Fareham Academy and Cams Hill School, this is also likely to require a review of staffing requirement and it is likely that some staff could be made redundant within this restructure process. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including any staff with a disability or long term health conditions, to assist with finding alternative employment elsewhere.</p>

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed options are expected to have a neutral impact on people who share gender reassignment as a protected characteristic. The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1: The accessible toilets within the new North Whiteley Secondary School will be unisex and therefore will be able to be used by everyone.</p> <p>Option 2: Alternative schools will have a policy in relation to this protected characteristic which will be adhered to if The Henry Cort Community College were to close and students and staff required to find alternative schooling and employment. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of gender reassignment, to assist with finding alternative employment elsewhere.</p>

	Option 3: The accessible toilets within the new North Whiteley Secondary School will be unisex and therefore will be able to be used by everyone.
Mitigation	

## Pregnancy and Maternity

Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>The proposed options are expected to have a negative low impact on people who share pregnancy and maternity as a protected characteristic. The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1: Should the decision be made to open a new academy at the new North Whiteley Secondary School and The Henry Cort Community College remain operational with a smaller catchment area The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including those on maternity or paternity leave, to assist with finding alternative employment elsewhere should this be needed.</p> <p>Option 2: Should the decision be made to open a new academy at the new North Whiteley Secondary School and close The Henry Cort Community College The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including those on maternity or paternity leave, to assist with finding alternative employment elsewhere.</p> <p>Option 3: Should The Henry Cort Community College relocate to the new North Whiteley Secondary School, all students and staff would remain on roll or employed by the school.</p>
Mitigation	Alternative schools will have a policy in relation to this protected characteristic which will be adhered to if required. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, including

those on maternity or paternity leave, to assist with finding alternative employment elsewhere.

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed options are expected to have a neutral impact on people and pupils who share race as a protected characteristic. Alternative schools will have a policy which protects this characteristic which will be adhered to for both pupils and staff, should alternative employment be required.</p> <p>The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their race, to assist with finding alternative employment elsewhere. The potential impact of the options are summarised below but have been considered and listed in full in the decision day report that this EIA supports.</p>
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed options are expected to have a neutral impact on people who share sexual orientation as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sexual orientation, to assist with finding alternative</p>

	employment elsewhere if required.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed options are expected to have a neutral impact on people who share gender <a href="#">[EE1]</a> <a href="#">[CA2]</a> as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required. The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sexual orientation, to assist with finding alternative employment elsewhere if required.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The proposed options are expected to have a neutral impact on people who share sexual

	<p>orientation as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>Should option 1 or 2 be approved The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sexual orientation, to assist with finding alternative employment elsewhere if required .</p>
Mitigation	

### Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>The proposed options are expected to have a neutral impact on people who share marriage and civil partnership as a protected characteristic. Schools will have a policy which protects this characteristic which will be adhered to if required.</p> <p>Should option 1 or 2 be approved The Hampshire County Council Human Resources department will support and work with all members of staff in line with all appropriate policies, regardless of their sexual orientation, to assist with finding alternative employment elsewhere if required.</p>
Mitigation	

### Poverty

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Impact on public	Negative - Low
Impact on staff	Negative - Low
Rationale	<p>The potential impact of the below options are summarised below but have been considered and listed in full in the decision day report that this EIA supports:</p> <p>Option 1: As highlighted in the report, should North Whiteley secondary school open and The Henry Cort Community College remain operational, there could be a sudden decrease in pupil numbers and therefore the associated funding. A decline in pupil numbers, and a subsequent reduction in funding, presents difficulties for a school in appointing staff and delivering the full range of curriculum opportunities to pupils. Reduced funding could result in fewer teachers and less flexibility around group sizes. This could have an impact on lower income families whose children still attend The Henry Cort Community College.</p> <p>Option 2: If the new North Whiteley school were to open as an academy and The Henry Cort Community College were to close, there would be a period of uncertainty for many of the students that currently attend The Henry Cort Community College and would not wish to travel to the new North Whiteley school. These students would need to secure a place at an alternative school which could mean increased travel times and costs and would be supported by schools and HCC in so doing. This could be challenging for students who are from low-income households however, they may be entitled to transport assistance providing they meet the criteria.</p> <p>Option 3: Should the decision be made to relocate The Henry Cort Community College to the new North Whiteley secondary site, any child currently attending the school would remain on roll and therefore retain their place at the school. While transition arrangements are yet to be discussed, there could be the potential for all students to move across to the new building on the North Whiteley development. This could be challenging for students who are from low income households however, they may be entitled to transport assistance providing they meet the criteria.</p>
Mitigation	<p>The Hampshire County Council school transport policy provides local authority funded transport to the nearest school with a space when the home to school journey is more than the statutory distance or if the journey is less than the statutory distance but the route is unsafe. The statutory distance is 3 miles for children aged 8 or over. For each child, who is a resident in the Hampshire County Council Local Authority administrative area, who moves school following a school closure an individual transport assessment would be required based on their home address and the journey to their new school.</p>

## Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>Hampshire County Council is committed to ensuring that local school places for local children are provided. None of the area's affected by any of the options are classed as being in a rural area however there may be students who travel in from area's which could be classed as rural.</p> <p>The Hampshire County Council school transport policy provides local authority funded transport to the nearest school with a space when the home to school journey is more than the statutory distance or if the journey is less than the statutory distance but the route is unsafe. The statutory distance is 3 miles for children aged 8 or over. For each child, who is a resident in the Hampshire County Council Local Authority administrative area, who moves school following a school closure an individual transport assessment would be required based on their home address and the journey to their new school.</p>
Mitigation	

Geographical Impact: Fareham, Gosport, Winchester

## Equality Statement

### Additional information:

The consultation documents will be available both online and in paper form upon request.

Responses will be collated via survey, email, post and in person at the consultation drop in events. Every effort will be made to ensure that key stakeholders are able to access and comment on the proposed options.

### Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00469

Date of production of EIA for publication: 12/03/2024