

## Cabinet

16 May 2018



### **Proposal to close the Sherburn Hill site of Sherburn Primary School on 31 August 2018**

**Key Decision CYP5/06/17**

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#### **Report of Corporate Management Team**

**Margaret Whellans, Corporate Director, Children and Young People's Services, and Councillor Olwyn Gunn, Cabinet Portfolio Holder for Children and Young People's Services**

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#### **Purpose of the Report**

- 1 To seek Cabinet approval to close the Sherburn Hill site of Sherburn Primary School on 31 August 2018, taking account of the Local Authority's duties as prescribed in the Education and Inspections Act 2006 to secure sufficient places, and to ensure good outcomes for all children and young people in this local area.

#### **Background**

- 2 In December 2016, Cabinet approved its overarching strategy for school organisation and the pattern and provision of schools across County Durham. One of the principles underlying the strategy is to ensure that all schools are in a position to deliver high quality education that meets the needs of all children and their families.
- 3 In November 2017, Cabinet also approved a strategic review of school provision in County Durham to ensure the financial sustainability of schools. This review builds on the strategy approved in December 2016 and aims to ensure that County Durham has an appropriate mix and the right number of high performing, financially sustainable schools.
- 4 Sherburn Primary School was formed on 1 September 2015 following the amalgamation of Sherburn Village and Sherburn Hill Primary Schools. The primary school is operated across the sites of the two former schools.
- 5 At the time of the amalgamation the Council and the Governors of Sherburn Primary School had always hoped to maintain the two sites so that there could be education provision in both communities. However, because pupil numbers are significantly lower than expected – 166 instead of 225 – this model is not likely to be sustainable in the long term and it is not in the best interests of pupils and staff at the school to be split across two sites.

- 6 The proposal to close the Sherburn Hill site of Sherburn Primary School will make the school sustainable and viable for the long term and educationally it is in the best interests of children and their families. The Governing Body and Headteacher are agreed that the proposed model will enhance the education the school can offer the children.
- 7 Several classes on the Sherburn Hill site are made up of pupils from the two or three year age groups which is often a necessary arrangement in small schools or schools with inconsistent pupil intake. This issue will be addressed if the Sherburn Hill site is closed and teaching is provided from one site.
- 8 Mixed age group classes can adversely affect the educational outcomes of pupils over the long term for a number of reasons:
- Different age groups have different learning objectives and it is more difficult for teachers to manage these consistently than in single age group classes because of the different number of tasks and varying expectations relating to outcomes.
  - Inefficient use of time for particular groups of children while activities or tasks are explained to other year group(s).
  - Widely used national learning approaches are often designed for single age classes and are not easy to adapt as successfully for mixed age groups.
  - Small mixed age classes make collaborative working between pupils difficult and create challenges in developing independence.
  - Rapid support used to intervene when gaps in learning are identified is more difficult to achieve in mixed age groups.
  - Evidence of insufficient progress for pupils because of reduced direct teaching with each age group. Being taught in classes with pupils of their own age will improve the quality of learning and enable improved accuracy of assessments for pupils.
- 9 Having the children on one site will also enhance their learning and educational opportunities as all resources and staff will be able to work effectively from the same building. Furthermore, resources previously used to fund the running costs of two buildings will be available for children's education.

## **Consultation**

- 10 The sites of Sherburn Village and Sherburn Hill are approximately 1.4 miles apart. Department for Education (DfE) guidance (April 2016), "Making prescribed alterations to maintained schools" states that where the Local Authority (LA) is proposing the closure of one or more sites of a community school and the distance between the sites is more than one mile, a statutory process must be followed.

- 11 The statutory process involves an initial consultation period with relevant stakeholders including parents, Governors, staff and the wider community.
- 12 On 6 September 2017, using delegated powers, the Corporate Director, Children and Young People's Services approved the start of consultation on the proposal to close the Sherburn Hill site of Sherburn Primary School on 31 August 2018.
- 13 A public consultation was undertaken from 15 January 2018 to 23 February 2018. This consultation included meetings with staff on 22 January 2018 and information sharing meetings for parents, pupils and the local communities on 23 January 2018 at Sherburn Hill and 24 January 2018 at Sherburn Village. Approximately 80 people attended the meeting at Sherburn Hill and approximately 40 attended the meeting at Sherburn Village. The proposal had also previously been discussed with Governors at a separate meeting on 20 November 2017 when the format and timescales for the consultation were agreed.
- 14 This proposal has generated a lot of interest within the local community of Sherburn Hill and neighbouring communities. There were significantly more responses received than there are numbers of pupils on roll at the school. It is important however to scrutinise the responses and ensure that the council considers the views of those whose children's education is most likely to be affected by the proposal, as the proposal aims to enhance education provision for children in this part of the county.
- 15 A campaign initiated by the Sherburn Hill Community Action Group and meetings held with the MP for the City of Durham initiated a lot of response. The council was keen to hear specifically about any negative impact the community felt the proposal would have on the education of current and future children in this area. Part of the group's action campaign, which was also advertised on Facebook, included the Action Group printing additional copies of the response form attached to the consultation document, circulating them across the community and arranging for their collection. A large number who responded indicated that they were residents, some of whom live in villages other than Sherburn Hill. It is difficult to gauge therefore how many responses were received as a direct result of this campaign and how many would have been received if such a campaign had not existed. In excess of 150 responses were presented to the MP for the City of Durham who arranged for them to be handed over to the council for consideration. Of the 212 responses received, 33 were from parents or relatives, Governors and members of staff.
- 16 When considering responses to the consultation, the council has referred to the Department for Education guidance – "Statutory guidance for decision-makers deciding prescribed alteration and establishment and discontinuance proposals". This guidance states that the decision-maker (in this case the Local Authority) must consider all the views submitted, including all support for, objections to and comments on the proposal.
- 17 The responses to the consultation and a petition entitled 'Save Sherburn Hill School' comprising 35 signatures were received and considered by officers in the County Council. Of the 212 responses received, 8 were in support of the proposal, 203 (including a response from the MP for the City of Durham) were

not in support of it and 1 was undecided. Many of the responses received provided similar comments to those expressed at the consultation meetings. Some of the responses received that were not in support of the proposal felt that Sherburn Hill will become isolated and 'have nothing left' if the Sherburn Hill site closes and that there will be difficulties in getting children from Sherburn Hill to Sherburn Village. Others not in support of the proposal felt that a school building was required in Sherburn Hill to accommodate pupils from housing developments in the area. Some respondents were of the view that Sherburn Primary School should become two separate schools as it is due to the amalgamation in 2015 that children's education is being affected.

- 18 The respondents in support of the proposal felt that a school of such low numbers cannot be sustained across two sites. Having the children on one site only will enhance their learning and education due to more resources and staff being at one setting.
- 19 Although there has been a large response to the consultation, none of the responses received have presented a model of education that the council believes would be viable and sustainable for the communities of Sherburn Hill and Sherburn Village for the long term. The concerns regarding transport and new housing developments were answered during the consultation period. The Sherburn Village site is large enough to accommodate pupils from known housing developments. The council would provide free transport to pupils currently attending the Sherburn Hill site to enable them to attend the Sherburn Village site from 1 September 2018.
- 20 It is recognised that the community has other related concerns about the council's proposal. The view that Sherburn Hill could become an isolated community with the closure of a school site will be subject to separate consideration by the Council, elected members and the public, and is referred to later in this report. However, the consultation provided no alternative proposals that would offer sustainable primary education in the long term, and the continued use of Sherburn Hill as a school cannot be justified for reasons set out earlier in the report.

### **Decision to Issue a Statutory Notice**

- 21 After full consideration of all of the responses to the consultation the Corporate Director, Children and Young People's Services on 3 March 2018 used delegated powers to agree to publish proposals to close the Sherburn Hill site of Sherburn Primary School on 31 August 2018. A statutory notice was therefore published on 8 March 2018 (attached as Appendix 2).
- 22 Once the proposal is published there follows a statutory 4 week representation period during which comments on the proposal can be made. These must be sent to the Local Authority. Any person can submit representations, which can be objections as well as expression of support for the proposal. Once the representation period has closed, a decision must be made by the decision-maker (in this case the Council's Cabinet) within 2 months i.e. by June 2018.

## **Responses to the Proposal Published on 8 March 2018 – The Statutory Notice Period**

- 23 6 Responses were received by the end of the 4 week statutory notice period. The responses, including one from the City of Durham MP, are not in support of the proposal to close the Sherburn Hill site of Sherburn Primary School. The respondents remain concerned that the closure of the Sherburn Hill site will remove the last community facility from the village which will have a negative impact. Concerns were also expressed about how children from Sherburn Hill would be able to get to and from the Sherburn Village site.
- 24 The response to the Public Notice from the City of Durham MP states that the council has not acknowledged that the majority of responses to the initial consultation did not support the proposal and that the concerns raised by residents have not been considered.
- 25 The council has fully considered the concerns raised by residents, but without action being taken to ensure sustainable primary education is delivered for the long term for the communities of Sherburn Hill and Sherburn Village, the life chances for children in these communities could be detrimentally affected.

## **Potential Alternative Use of the School Site**

- 26 The Council recognises the important role vibrant community facilities can play in helping to maintain strong communities and is conscious that the closure of the former Sherburn Hill Community Centre has been a loss to the village.
- 27 Through the implementation of the Council's Community Buildings Strategy, work has been carried out over a number of years to try and develop a new community centre for Sherburn Hill. To support that aspiration, Cabinet has previously agreed a contribution of £400,000 from the development dividend generated by Durham Villages Regeneration Limited for that purpose.
- 28 If the site is no longer required as a school site, the option of using it as a community centre will be actively explored with local residents. If a viable option can be developed, then this would be the subject of a further report to Cabinet.

## **DECISION-MAKING PROCESS**

### **Factors to be considered by Cabinet relevant to this Proposal**

#### **(a) Consideration of Consultation and Representation Period**

- 29 Cabinet needs to be satisfied that the appropriate fair and open local consultation and representation period have been carried out and that the proposer (in this case the Local Authority) has given full consideration to all the responses received. If the proposer has failed to meet the statutory requirements, this proposal may be deemed invalid and therefore should be rejected.

- 30 Cabinet must consider all of the views submitted, including all support for, objections to and comments on the proposal. Details of the consultation are included in paragraphs 7 - 17. The statutory notice published on 8 March 2018 (the representation period) is attached as Appendix 2. Officers prepared the notice as set out in the regulations and complied with statutory requirements.
- 31 The delegated decision report dated 3 March 2018 provides full details of the responses received during the consultation period from 15 January – 23 February 2018.

## **Summary of Responses**

- 32 The following information provides a summary of the 212 responses received to the consultation:
- Stakeholders expressed concerns that the loss of village schools leads to the area becoming isolated and a 'closed society'.
  - Stakeholders felt that the Sherburn Hill site should remain open as larger schools do not meet the needs of children as well as smaller schools.
  - Stakeholders felt that the Sherburn Hill site should remain open to accommodate pupils from housing developments.
  - Stakeholders expressed concerns that the children attending the Sherburn Hill site of Sherburn Primary School live in a deprived area of the county and they need a school in the community.
  - Stakeholders felt that the amalgamation of Sherburn Hill and Sherburn Village Schools in September 2015 has been unsuccessful and the two schools therefore should revert to being separate schools.
  - Stakeholders queried whether the Sherburn Hill site could be used for alternative provision or as a community hub.
  - Stakeholders felt that a school of such low numbers cannot be sustained across two sites. Having the children on one site only will enhance their learning and education due to more resources and staff at the one setting.

### **(b) Education Standards and Diversity of Provision**

- 33 Officers believe that educationally the proposal to close the Sherburn Hill site of Sherburn Primary School is in the best interests of pupils and their families. Running the school across two separate sites is becoming unviable from both an educational and financial perspective. The reduction in pupil numbers from the predicted 225 to 166 and changes to school funding has put significant pressure on the school budget. This has already resulted in the school having to reduce staff from March 2017. Having all pupils on one site presents wider opportunities to organise classes making maximum use of the staff resources available for the benefit of all pupils. The proposal to close the Sherburn Hill site of Sherburn Primary School will help to enhance educational improvement.

**(c) Proposed Admission Arrangements**

34 The proposed admission arrangements will be the same as those for all community and voluntary controlled schools in County Durham and these are compliant with the DfE's School Admission code. The proposed number of pupils to be admitted to Sherburn Primary School in September 2019 if the proposal to close the Sherburn Hill site is agreed will be 33.

**(d) National Curriculum**

35 All maintained schools must follow the National Curriculum unless they have secured an exemption for groups of pupils or the school community. Sherburn Primary School follows the National Curriculum and the proposal to close the Sherburn Hill site will not impact on this.

**(e) Equal Opportunity Issues and Community Cohesion**

36 Cabinet must have regard to the Public Sector Equality Duty (PSED) of LAs/Governing Bodies, which requires them to have 'due regard' to the need to:

- Eliminate discrimination;
- Advance equality of opportunity; and
- Foster good relations.

37 An equality impact assessment has been carried out and is attached as Appendix 3. There are no potential impacts in relation to age, gender, disability, sexual orientation or ethnicity for pupils and parents/carers. The current school provides education for boys and girls between 4-11 years and the proposal to close the Sherburn Hill site of Sherburn Primary School will not impact on this.

**(f) Travel and Accessibility**

38 The proposal to close the Sherburn Hill site of Sherburn Primary School will result in all pupils being educated on the remaining site in Sherburn Village. The two sites are 1.4 miles apart and to resolve the concerns raised during the consultation about pupils from Sherburn Hill being able to attend the Sherburn Village site, those pupils currently attending the Sherburn Hill site will be provided with free home to school transport to the Sherburn Village site if the proposal is agreed.

**(g) Financial Implications**

39 Additional ongoing revenue costs in relation to home to school transport will be met from the council's home to school transport budget. Capital costs will be incurred in relation to improvements to IT infrastructure, school signage, window replacement and other maintenance improvements. It is forecast that the total capital investment will be £1.1 million and will be funded from council capital contingencies.

## **(h) School Premises and Playing Fields**

- 40 Under the School Premises Regulations all schools are required to provide suitable outdoor space in order to enable physical education to be provided to pupils in accordance with the school curriculum; and for pupils to play outside safely. The Sherburn Village site of Sherburn Primary School has suitable outdoor space.

## **Recommendations and Reasons**

- 41 Officers believe that proceeding with the proposal will enhance education provision for the communities of Sherburn Hill and Sherburn Village. The proposal will prevent the school from becoming unviable from both an educational and financial perspective. The significant reduction in pupil numbers since 2015 has put significant pressure on the school budget.
- 42 The council understands the concerns raised during the consultation about Sherburn Hill becoming isolated and will assist Local Community Groups in considering how the school site at Sherburn Hill could be used if it was closed as a school. The responses received, have not presented any alternative model of education delivery that the council believes would be viable and sustainable for the communities of Sherburn Hill and Sherburn Village for the long term.
- 43 Cabinet is recommended to:
- (a) agree that the Sherburn Hill site of Sherburn Primary School is closed on 31 August 2018.
  - (b) approve the capital investment of £1.1 million from capital contingencies.

## **Background Papers**

Appendix 2 – Statutory Notice

Appendix 3 – Equality Impact Assessment

Delegated Decision Report dated 6 September 2017

Delegated Decision Report dated 3 March 2018

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## **Appendix 1: Implications**

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### **Finance**

The cost of providing free home to school transport for pupils currently attending the Sherburn Hill site of Sherburn Primary School will be approximately £30,000 per annum for 5 years with the cost being met from council home to school transport budgets. The cost of improving the Sherburn Village building will be approximately £1.1 million and will be met from capital contingencies.

### **Staffing**

It is likely that there may be some staff 'at risk' of redundancy if the proposal is agreed. However, because of the pressure on the school budget, some staff may be at 'risk' of redundancy if the school continues to run across two sites.

### **Risk**

If the proposal is not agreed there is a risk that the school becomes financially and educationally unviable.

### **Equality and Diversity**

The proposal to amalgamate the Sherburn Hill site of Sherburn Primary School will enhance provision in the area and will lead to a more sustainable establishment for the long term that will bring about educational improvement and will continue to provide equal access for all. The focus on improved educational outcomes for children leads to smoother and more effective transition in their education. This is seen as a positive experience in a child's education and development and ensures that children who are protected under the Equality and Diversity/Public Sector Duty can maximise their potential. The main groups affected by this proposal are pupils attending Sherburn Primary School, their families (in particular those pupils who currently attend the Sherburn Hill site) and staff. It is not expected that pupils and their families will be adversely affected as the proposal will enhance provision in the area and will lead to a larger, more viable establishment for the long term that will bring about educational improvement and continue to provide equal access for all. An Equality Impact Assessment is attached as Appendix 3.

### **Accommodation**

Sherburn Primary School would be located on the site of Sherburn Village only.

### **Crime and Disorder**

N/A.

### **Human Rights**

Human Rights will not be affected by this proposal.

### **Consultation**

Consultation has been carried out in accordance with DfE statutory guidance.

**Procurement**

N/A.

**Disability Issues**

N/A.

**Legal Implications**

Covered in the body of the report.



## PUBLIC NOTICE

### Proposal to close the Sherburn Hill site of Sherburn Primary School on 31 August 2018

Notice is given in accordance with Section 19(1) of the Education and Inspections Act 2006 that Durham County Council intends to make a prescribed alteration to Sherburn Primary School (Community) Cookshold Lane, Sherburn Village, Co Durham, DH6 1DU and Sherburn Hill, Co Durham, DH6 1PA.

It is proposed to close the Sherburn Hill site of Sherburn Primary School on 31 August 2018. This proposal reflects the work being done across County Durham to make schools sustainable in the long term to meet the challenges in a rapidly changing educational environment.

The current capacity of Sherburn Primary School across the two sites is for 315 pupils. The capacity of the school should the Sherburn Hill site close will be for 236 pupils. The proposed admission number will be 33.

When Sherburn Village and Sherburn Hill Primary Schools amalgamated in September 2015, in the region of 225 pupils were expected to be on roll in September 2017. Since then pupil numbers have reduced more than expected and the total number of pupils currently on roll is 166. This reduction in pupil numbers has put significant pressure on the school budget. Some classes on the Sherburn Hill site have pupils from more than two year groups which in the long term could impact on education outcomes for some pupils. The current model of providing education across two sites is not likely to be sustainable in the long term and it is not in the best interests of the pupils and staff at the school. The council therefore believes that this proposal will not have any negative impact on the standard of education provided to children from Sherburn Primary School.

This Notice is an extract from the full proposal. Copies of the complete proposal can be obtained from: Mr Graeme Plews, School Places and Admissions Team, Children and Young People's Services, Durham County Council, County Hall, Durham, DH1 5UJ. It is also available on the County Council's website at: [www.durham.gov.uk/consultations](http://www.durham.gov.uk/consultations)

Within four weeks from the date of this publication any person may object or make comments on the proposal by sending them to Mr. Adam Williams, School Places and Admissions team, Children and Young People's Services, Business Reply Service, Licence No. DU63 (FREEPOST), Durham County Council, County Hall, Durham, DH1 5BR. Objections and comments can also be emailed to:

- [schoolorganisation@durham.gov.uk](mailto:schoolorganisation@durham.gov.uk)

Signed:

*Margaret W. Whellans*

Margaret Whellans  
Corporate Director  
Children and Adults Services

**Publication Date: 8 March 2018**

## Durham County Council Equality Impact Assessment

**NB:** The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

### Section One: Description and Screening

<b>Service/Team or Section</b>	Education , School Places and Admissions
<b>Lead Officer</b>	Graeme Plews
<b>Title</b>	Strategic School Places and Admissions Manager
<b>MTFP Reference (if relevant)</b>	N/A
<b>Cabinet Date (if relevant)</b>	16 May 2018
<b>Start Date</b>	September 2017
<b>Review Date</b>	May 2018

### Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):
Proposal to close the Sherburn Hill site of Sherburn Primary School on 31 August 2018.

Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):
General Public, Governors, Staff, pupils attending Sherburn Primary School, providers of Early Years Education, Elected Members, MPs, Neighbouring Schools, Trade Unions, Diocese, Department for Education, Community Groups, Parish Councils, Residents' Associations, AAP Board, CYPS/DCC Staff

## Screening

Is there any actual or potential negative or positive impact on the following protected characteristics?		
Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = unsure	Positive Impact Indicate: Y = Yes, N = No, ? = unsure
Age	?	Children of Primary School age in Sherburn will have wider educational opportunities if they are educated on a single site.
Disability	?	The school on the Sherburn Village site is accessible for pupils with a disability.
Marriage and civil partnership (workplace only)	N	Staff needs will be met on the single site.
Pregnancy and maternity	N	Staff needs will be met on the single site.
Race (ethnicity)	N	The primary school on the single site at Sherburn Village will meet the needs of all children.
Religion or Belief	N	The primary school on the single site at Sherburn Village will meet the needs of all children.
Sex (gender)	N	The primary school on the single site at Sherburn Village will meet the needs of all children.
Sexual orientation	N	The primary school on the single site at Sherburn Village will meet the needs of all children.
Transgender	N	The primary school on the single site at Sherburn Village will meet the needs of all children.

Please provide **brief** details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.

The main groups affected by this proposal are pupils attending Sherburn Primary School, their families and staff. It is not expected that pupils and their families will be adversely affected. Pupils currently attending the Sherburn Hill site will be provided with free home to school transport to the Sherburn Village site if the proposal is agreed. A new staffing structure will be established for the single site school. This should enable efficiencies to be made, particularly in the business support and caretaking posts. Change management processes will be followed to ensure fair treatment of any affected staff. There are currently 28 members of staff employed at Sherburn Primary School. 26 are female and 2 are male. Two of the staff are aged between 16-24; 2 between 25-34; 3 between 35-44; 14 between 45-54; 7 between 55-64.

How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

Closing the Sherburn Hill site of Sherburn Primary School will enhance education provision in the area and will lead to a more sustainable establishment for the long term that will bring about educational improvement and will continue to provide equal access for all. Furthermore closing the Sherburn Hill site will enable more efficient use of resources.

A 6 week consultation was held in January and February 2018. Consultation documents were distributed widely and meetings were held with Governors and Staff of Sherburn Primary School, parents, and members of the local communities of Sherburn Hill and Sherburn Village at Information Sharing Evenings. Stakeholders were invited to respond in a variety of ways: written responses using the response form attached to the consultation document, letter, email or completing the response form online via the County Council's website. Alternative formats were available on request. 212 responses were received to the consultation of which 8 were in support of the proposal. The key reasons put forward by those not in support of the proposal were the difficulty in getting pupils from Sherburn Hill to Sherburn Village and the loss of another community facility if the Sherburn Hill site closed. The difficulty of pupils accessing the Sherburn Village site will be mitigated by the provision of free home to school transport for those pupils who would be displaced from the Sherburn Hill site if the proposal is agreed. With regard to the loss of a community facility, local community groups are being encouraged to consider how the site at Sherburn Hill could be used for alternative provision. The council would support the community with this exercise.

## Evidence

What evidence do you have to support your findings?

Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

A reduction in pupil numbers from 225 in 2015 to 179 in 2018 has put significant pressure on the school budget. Maintaining the primary school across the two sites of Sherburn Village and Sherburn Hill is no longer a sustainable model. It is also not in the best interests of pupils and staff at the school to be split across two sites.

Closing the Sherburn Hill site of Sherburn Primary School will lead to a more sustainable establishment for the long term that will bring about educational improvement and will continue to provide equal access for all. Furthermore, the closure of the Sherburn Hill site will lead to a more efficient use of resources.

## Screening Summary

On the basis of this screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	N
No evidence of actual or potential impact on some/all of the protected characteristics?	Y

## Sign Off

Lead officer sign off: 	Date: 14/05/18
Service equality representative sign off:	Date:

If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)