

Will there be an Equality Impact Assessment published for this proposal?

There is a legal duty to pay due regard:

A public authority must, in the exercise of its functions, have due regard to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This process to pay due regard is underway, and as part of this process, an Equality Impact Assessment will be published within the report to the Council's Executive on 18 April.

Will the proposals create more traffic around Caedmon College Whitby?

North Yorkshire Council provides free school transport from home to the catchment school or nearest school if it is over the walking distances set out by law. For further details see question F1.

These proposals will lead to only the most marginal increase of home to school transport vehicles on Caedmon School's Normanby site. See question F4.

It should be noted that the Normanby site has operated with significantly more pupils previously. In 2002/3, for example, there were more than 960 pupils on roll at the site, which was then a 14-18 school.

Parents have a role to play in reducing congestion and increasing student safety and are responsible for parking safely around school sites.

What is the position on the schools becoming academies?

Academies are independent, state-funded schools, which receive their funding directly from central government, rather than through a local authority. Academies are run by an academy trust, which is a charitable company.

Governors of the Whitby Secondary Partnership have considered academisation to work with a multi academy trust, however when discussions took place with the DfE's regional director's office it was clear the financial situation in the schools needed to be resolved before this could be considered.

Will the new potash mine result in a need for more secondary school places in Whitby?

In October 2015 planning permission was granted for development of a new polyhalite mine in the North York Moors National Park. The mine project, now known as Woodsmith Mine, is being developed by Anglo American and has been set up to extract mineral from two deep seams of polyhalite (a form of potash for use as an agricultural fertiliser) which lie beneath the National Park and extend eastward underneath the North Sea. The mine head site is to the south of Sneaton, near Whitby.

In its planning application, the applicant stated that the Potash project as a whole would have an operational workforce of 701 in Phase 1 and 1,039 in Phase 2. It is expected that workers would come to the various sites from within a 'travel to work area' of up to 90 minutes. The company aims to recruit locally for the operational period as far as possible and has set a target of 80% local labour by Phase 2. The applicant commented that the demand for accommodation from workers would be dispersed across a wide area and noted there are 277,350 dwellings within the travel to work area. In the context of this many homes and the natural 'churn' of the housing market, it was suggested that the demand for additional housing would be negligible. Planning Officers accepted that incoming households would be likely to seek accommodation in Scarborough, Ryedale and Teesside and the additional pressures would be dispersed across a wide area.

When Scarborough Borough Council prepared its Local Plan and adopted a new housing target, that was based on an assessment of housing need which also looked at economic forecasting including major employers such as the Potash Mine. Taking this and other relevant evidence into account, the Borough Council allocated sufficient housing to meet the identified needs for housing growth up to 2032 including in Whitby. North Yorkshire County Council has included pupils generated from housing proposed in the Scarborough Local Plan in its forecast projections of school places in Whitby. Further work on housing and employment forecasting will take place as North Yorkshire Council moves towards preparing a new Local Plan for North Yorkshire.

How do the current management structures at the two schools work?

The Executive Head Teacher at Whitby Secondary Partnership has overarching operational responsibility for Eskdale and Caedmon. The Executive Head Teacher has responsibility for strategic leadership across the whole federation and remains responsible as designated Headteacher for both schools in the arrangement at all times. As the Executive Head Teacher cannot be present at both schools at all times, Eskdale and Caedmon each have their own Head of School. Their focus is to be responsible for the site and ensure day to day operational duties are carried out. The Head of School is also key in ensuring high quality education provision.

In addition to this, each school has its own leadership structures in place; as these structure pre-date the federation, they are not comparable between each school. This has resulted in the appearance of different levels of management, who have differing levels of responsibility and titles. It is important to note that many leadership roles across both schools do include timetabled teaching commitments and this is a normal part of their role.

Will there be a new school uniform?

Should the proposal be approved, the Whitby Secondary Partnership intend to consult with students and parents/carers on the uniform for the newly amalgamated school. This will also include looking at any branded PE/Sports wear. They will also want to make sure that the new uniform meets the guidance shared by the DfE for reducing the cost of the overall uniform.