

**Kent County Council  
Equality Analysis/ Impact Assessment (EqIA)**

**Directorate/ Service:**

*Children, Young People and Education*

**Name of decision, policy, procedure, project or service:**

Proposal to expand Simon Langton Grammar School for Boys by 1FE

**Responsible Owner/ Senior Officer:**

Marisa White, Area Education Officer, Kent County Council

**Version: 1**

**Author:** Lorraine Medwin

**Pathway of Equality Analysis:** N/A

**Summary and recommendations of equality analysis/impact assessment.**

- Context**

KCC as the Local Authority has a statutory duty to ensure sufficient school places are available. The County Council’s Commissioning Plan for Education Provision in Kent 2020-24 is a five-year rolling plan which is updated annually. It sets out our future plans as Strategic Commissioner of Education Provision across all types and phases of education in Kent. A copy of the plan can be viewed from this link:

<http://www.kent.gov.uk/about-the-council/strategies-and-policies/education-skills-and-employment-policies/education-provision>

The Kent Commissioning Plan 2020-2024 identified the need for additional selective places for the Canterbury and Faversham Planning group. Forecasts indicated a deficit of Year 7 places of up to -37 places in 2023 and a continual need through the plan period of between 0.5FE and 1FE.

Forecast below includes Simon Langton Grammar School for Boy at a PAN of 150 as the PAN was increased during in- round admissions consultations for the intake for September 2020.

**Year 7 Surplus/Deficit Capacity if No Further Action is Taken**

	2018-19 capacity	2018-19 (A)	2019-20 (F)	2020-21 (F)	2021--22 (F)	2022-23 (F)	2023-24 (F)	2024-25 (F)	2025-26 (F)	2025-26 capacity
Canterbury & Faversham Selective	590	-17	-29	-23	-20	-32	-37	-28	-15	605

**Years 7-11 Surplus/Deficit Capacity if No Further Action is Taken**

	2018-19 capacity	2018-19 (A)	2019-20 (F)	2020-21 (F)	2021--22 (F)	2022-23 (F)	2023-24 (F)	2024-25 (F)	2025-26 (F)	2025-26 capacity
Canterbury & Faversham Selective	2,865	-95	-92	-104	-107	-118	-142	-143	-137	3,025

Kent County Council (KCC) would like to expand Simon Langton Grammar School for Boys to meet their current and projected roll numbers for a 5FE School. It is anticipated that there will be medium-term pressure for additional places. KCC has also commissioned a feasibility to expand Queen Elizabeth Grammar School in Faversham to meet the additional forecast need for places by expanding the school from a PAN of 140 to 180 (6 forms of entry)

- **Aims and Objectives**

KCC, is proposing to expand Simon Langton Grammar School for Boys by providing additional accommodation to meet the needs of current pupil numbers and School's PAN of 150 places.

- **Summary of equality impact**

No adverse impacts have been identified at this stage

### Adverse Equality Impact Rating Low

#### Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the proposed expansion of Simon Langton Grammar School for Boys. I agree with the risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

#### Senior Officer

Signed:  
Job Title: Area Education Officer

Name: Marisa White  
Date: October 2020

#### DMT Member

Signed:  
Job Title: Director – Education Planning and Access

Name: David Adams  
Date: October 2020

**Part 1 Screening**

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent? Could this policy, procedure, project or service promote equal opportunities for this group?

Protected Group	Please provide a brief commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
<b>Age</b>				Yes. Positive: The proposal would allow local pupils a chance to attend a local Grammar School
<b>Disability</b>				N/A
<b>Sex</b>				The school is a boys school and this proposal will help to bring the PAN of the Girls grammar and Boys grammar schools closer in number of places offered.
<b>Gender identity/ Transgender</b>				The school will accept children regardless of gender identity
<b>Race</b>				The school will admit pupils regardless of race or ethnicity.
<b>Religion and Belief</b>				The school curriculum will continue to cover all religions.
<b>Sexual Orientation</b>				N/A
<b>Pregnancy and Maternity</b>				N/A
<b>Marriage and Civil Partnerships</b>				N/A
<b>Carer's Responsibilities</b>				N/A

**Part 2****Equality Analysis /Impact Assessment****Protected groups**

No negative impact on protected groups is anticipated.

**Information and Data used to carry out your assessment**

The information and data used to carry out the assessment is taken from school census records, Kent County Council's Area Profiles published within the Facts and figures about Kent section of its website and the County Council's Commissioning Plan for Education Provision in Kent 2020-24.

**Analysis of Equality Monitoring Factors:**

Spring 2020	School*		Canterbury**		Swale**		Kent**	
	Number	%	Number	%	Number	%	Number	%
English additional language	182	15.9%	196	9.5%	1341	5.9%	26344	11.5%
Free school meals	17	2.5%	2930	14.2%	4008	17.6%	32007	14.0%
SEN - with SEN support	54	4.7%	2142	10.4	2524	11.1%	22761	10.0%
SEN - with SEN EHCP	26	2.3%	789	3.8%	853	3.7%	8081	3.3%

- Simon Langton Grammar School for Boys has a greater percentage of pupils with English as an additional language to the county average and districts average.
- In terms of pupils in receipt of free school meals, Simon Langton Grammar School for Boys has a lower percentage of pupils than both the district and county averages.
- Simon Langton Grammar School for Boys have relatively few students receiving SEN support and SEN with EHCPs and are below the averages for the two district and county averages.

\* Schools' Census Spring 2020 data

\*\* Kent County Council's District Profiles updated May 2019

**Pupils on Roll at Highsted Grammar School - Schools' Census Spring 2020:**

Year 15	Year 14	Year 13	Year 12	Year 11	Year 10	Year 9	Year 8	Year 7	Total Statutory Roll	Total Roll
1	6	215	247	131	130	129	128	157	675	1144

Simon Langton Grammar School for Boys has an Ofsted rating of Outstanding (Nov 2013)

For more detail on the community visit –

<http://www.kent.gov.uk/about-the-council/information-and-data/Research-and-figures-about-Kent/area-profiles>

**Who have you involved consulted and engaged?**

Simon Langton Grammar School for Boys consulted during the in-round consultation process to increase it's PAN from 120-150. KCC will consult with partners during the pre-planning process.

**Analysis**

There is no evidence that the change will impact negatively on pupils from Protected Groups or lead to them being treated less favourably. The school continue to welcome pupils regardless of gender identity, race, ethnicity or religion beliefs.

**Adverse Impact,**

No adverse impacts have been identified at this stage

**Positive Impact:**

The proposal to expand Simon Langton Grammar School for Boys will offer much needed additional selective secondary school provision in the Canterbury and Faversham selective planning group area. This will allow more local pupils the opportunity to attend the popular school and will ensure the PANs for the Girls and Boys Grammar School are brought closer together. The expansion is intended to be implemented incrementally, with 30 additional Year 7 places offered in each year, so that the school would grow over a 5-year period until it reached a total of 750 Year 7-11 places.

**JUDGEMENT**

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

**Internal Action Required**

**YES/NO**

None

**Equality Impact Analysis/Assessment Action Plan**

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications

**Have the actions been included in your business/ service plan?**

Yes

Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing [diversityinfo@kent.gov.uk](mailto:diversityinfo@kent.gov.uk)

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published.

The original signed hard copy and electronic copy should be kept with your team for audit purposes.