

**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 Highsted Grammar School 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 Sittingbourne and Sheppey Planning group. Forecasts indicated a deficit of Year 7 places of -60 places in 2021 and a continual need through the plan period of between 1.5FE and 2FE.

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 |
|-------------------------------------|------------------|-------------|-------------|-------------|--------------|-------------|-------------|-------------|-------------|------------------|
| Sittingbourne and Sheppey Selective | 270 | -5 | -38 | -42 | -60 | -45 | -69 | -59 | -56 | 240 |

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 |
|-------------------------------------|---------------------|----------------|----------------|----------------|-----------------|----------------|----------------|----------------|----------------|---------------------|
| Sittingbourne and Sheppey Selective | 1,230 | -34 | -76 | -94 | -139 | -173 | -237 | -258 | -271 | 1,200 |

The Governing Body, in conjunction with Kent County Council (KCC) would like to expand Highsted Grammar School, Sittingbourne to help meet the need for additional Grammar places in Sittingbourne and Sheppey. It is anticipated that there will be significant medium-term pressure for additional Year 7 places in the Sittingbourne and Sheppey Selective Planning Group, therefore, KCC has asked Highsted Grammar School to provide additional places by expanding the school from 4 to 5 forms of entry (from 120 to 150 Year 7 places each year).

- **Aims and Objectives**

The Governing Body, with support from KCC, is proposing to expand Highsted Grammar School by increasing the published admission number (PAN) from 120 places to 150 places from September 2022.

- **Summary of equality impact**

No adverse impacts have been identified at this stage; however, a consultation will be held by Highsted Grammar school and the outcome of the public consultation will enable the Governing Bodies and KCC to test out these assumptions.

Adverse Equality Impact Rating Low

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the proposed expansion of Highsted Grammar School. 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 |
| Age | | | | Yes. Positive: The proposal would allow local pupils a chance to attend a Grammar School |
| Disability | | | | N/A |
| Sex | | | | The school is an all- girls school but it is also anticipated that Borden Grammar School for Boys will also expand by 1FE ensuring equity of provision for both boys and girls. |
| Gender identity/ Transgender | | | | The school will accept children regardless of gender identity |
| Race | | | | The school will admit pupils regardless of race or ethnicity. |
| Religion and Belief | | | | The school curriculum will continue to cover all religions. |
| Sexual Orientation | | | | N/A |
| Pregnancy and Maternity | | | | N/A |
| Marriage and Civil Partnerships | | | | N/A |
| Carer's Responsibilities | | | | 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* | | Swale** | | Kent** | |
|-----------------------------|---------|------|---------|-------|--------|-------|
| | Number | % | Number | % | Number | % |
| English additional language | 31 | 3.6% | 1341 | 5.9% | 26344 | 11.5% |
| Free school meals | 42 | 6.2% | 4008 | 17.6% | 32007 | 14.0% |
| SEN - with SEN support | 74 | 8.7% | 2524 | 11.1% | 22761 | 10.0% |
| SEN - with SEN - EHCP | 1 | 0.1% | 853 | 3.7% | 8081 | 3.3% |

- Highsted Grammar has a lower percentage of pupils with English as an additional language when compared to the county average and district average.
- In terms of pupils in receipt of free school meals, Highsted Grammar has a lower percentage of pupils than both the district and county averages.
- Highsted Grammar have relatively few students receiving SEN support and SEN with EHCPs significantly below the average 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 13 | Year 12 | Year 11 | Year 10 | Year 9 | Year 8 | Year 7 | Total Statutory Roll | Total Roll |
|---------|---------|---------|---------|--------|--------|--------|----------------------|------------|
| 92 | 86 | 124 | 124 | 120 | 149 | 158 | 675 | 853 |

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?

The consultation will be distributed via the school to parents, members of staff, governors and local residents. The consultation will be emailed to all key stakeholders, including but not limited to the following groups:

- The Department for Education
- The Diocese of Canterbury.
- Elected Members (Kent County Council, Maidstone District and Parish Councils)
- Local MP
- Trade Unions
- Local Children's Centres
- Schools in Swale area
- Local Libraries in the Swale area

All stakeholders will be able to access copies of the document on the KCC website.

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 continues to welcome pupils regardless of gender identity, race, ethnicity or religion beliefs.

Adverse Impact,

No adverse impacts have been identified at this stage; however, the consultations will provide the opportunity for the Governing Bodies and KCC to test out these assumptions.

Positive Impact:

The proposal to expand Highsted Grammar School will offer much needed additional selective secondary school provision in the Sittingbourne and Sheppey area. This will allow more local pupils the opportunity to attend the popular school. The expansion is intended to happen 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

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.