

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

Directorate/ Service: Management Information & Intelligence

Name of decision: SIMS Contract for LA Maintained Schools

Responsible Owner/ Senior Officer: Katherine Atkinson

Version: 1

Author: Katherine Atkinson

Pathway of Equality Analysis: Papers went to CYPE DMT (02/12/2020) and then will go to CYPE Cabinet Committee (15/01/2021)

Summary and recommendations of equality analysis/impact assessment.

- **Context:** The current SIMS contract has been in place for Kent maintained schools since 2014. Most Kent schools use SIMS, provided by Capita. The proposal is to continue with these systems, so no changes are being proposed.
- **Aims and Objectives:** The contract end date of the current contract is March 2021, so a new contract needs to be in place for April 2021.
- **Summary of equality impact:** EqIA screening has indicated this to be low risk, as there is no change to the information that is recorded, the way it is recorded, or the software on which it is held.

Adverse Equality Impact Rating **Low**

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the SIMS Contract for LA Maintained Schools. I agree with risk rating and the actions to mitigate any adverse impact(s) that have been identified.

Head of Service



Signed:

Name: Katherine Atkinson

Job Title: Assistant Director of Management Information & Intelligence

Date: 30/11/20

DMT Member



Signed:

Name: Stuart Collins

Job Title: Director of Integrated Children's Services (West Kent and EHPS Lead)

Date: 30/11/20

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 <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	Medium Positive Impact Evidence
Age			Information is recorded within the system	Supports education provision to improve outcomes; statutory data item
Disability			Information is recorded within the system for Special Educational Needs and Disabilities, where appropriate	Supports education provision to improve outcomes; statutory data item
Sex			Information is recorded within the system	Supports education provision to improve outcomes; statutory data item
Gender identity/ Transgender			There is no field to collect this. This is not down to the supplier but to the DfE's Common Basic Dataset. Kent has requested that this is added.	N/A
Race			Information is recorded within the system	Supports education provision to improve outcomes; statutory data item
Religion and Belief			N/A	N/A
Sexual Orientation			N/A	N/A

Pregnancy and Maternity			N/A	N/A
Marriage and Civil Partnerships			N/A	N/A
Carer's Responsibilities			N/A	N/A

Part 2

Equality Analysis /Impact Assessment

Protected groups

No changes are being made to what is recorded, how it is being recorded, or the software on which it is recorded, so no negative impact.

School SIMS systems record statutory information.

Information and Data used to carry out your assessment

System recording and statutory requirements

Who have you involved consulted and engaged?

No changes are being made, so no consultation has been required.

Analysis

N/A

Adverse Impact

N/A

Positive Impact

Information will continue to be recorded and updated as pupil circumstances change. Information is captured in line with the schools' privacy notices, and ensures the most appropriate education and support is provided to children to improve outcomes

JUDGEMENT

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

Internal Action Required

NO

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