

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

Directorate/ Service:

Children, Young People and Education

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

Proposed permanent expansion of Invicta Grammar School, by increasing the published admission number (PAN) from 192 places to 240 places from September 2022.

Responsible Owner/ Senior Officer:

Nick Abrahams, Area Education Officer, Kent County Council

Version: 1

Author: Paul Wilson

Pathway of Equality Analysis: N/A

Summary and recommendations of equality analysis/impact assessment.

- **Context**

Proposed permanent expansion of Invicta Grammar School, Huntsman Lane, Maidstone, Kent, ME14 5DS, by increasing the published admission number (PAN) from 192 places to 240 places from September 2022.

Kent County Council (KCC), as the Local Authority (LA), 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 KCC's 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 Commissioning Plan forecasts for the Maidstone and Malling Selective planning group indicate that there will be a deficit of Year 7 places throughout the Plan period. The deficit builds during the early years of the Plan period and peaks at -106 places in 2023-24, before settling into around a 90 places shortfall for the last 3 years of the forecast period.

Within this planning group, some schools have admitted over PAN in recent years, creating temporary additional selective capacity. It is anticipated that this pattern will continue and will accommodate the immediate forecast deficit of 28 places in 2021-22. However, from 2022-23 there is a need to commission up to 3FE of additional

permanent provision and a further 1FE (or 30 temporary places) will be needed to meet the 2023-24 demand.

In recent years Invicta Grammar School has accepted bulges up to 240 pupils, which is 48 places above its PAN. These additional places have provided provision that ensured there were sufficient girls grammar places available in the Maidstone and Malling planning group. The latest KCP forecasts indicate a continued and growing demand for grammar places and in particular girls' provision.

However, Invicta Grammar School no longer has the physical capacity to accept pupils over their PAN beyond September 2021. Therefore, KCC intends to commission a Basic Need expansion of Invicta Grammar School to enable the school to continue to offer 240 places on a permanent basis from September 2022.

It is agreed with Valley Invicta Academies Trust (VIAT) that this would be a school managed scheme, with KCC providing the Basic Need funding and the Trust procuring and managing all capital works.

- **Aims and Objectives**

To expand Invicta Grammar School to ensure that there are sufficient selective places available for pupils within the Maidstone and Malling Selective Planning Group.

- **Summary of equality impact**

No adverse impacts have been identified at this stage. The Trust will complete consultation of key stakeholders as part of their Fast-track business case. The consultation results will be monitored by the Trust and this document amended as appropriate.

Adverse Equality Impact Rating Low

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the proposed changes to Invicta Grammar. 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: Nick Abrahams
Date: 04 January 2021

DMT Member

Signed:
Job Title: Interim Director – Education

Name: David Adams
Date: 04 January 2021

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				The additional selective places will mean that more families and children will benefit from additional school places that are needed to meet local demand.
Disability				The school is fully inclusive. The new accommodation will be compliant with the Equality Act 2010 and be fully accessible.
Sex				Additional girls' places will ensure parity with boys' selective provision within the planning group
Gender identity/ Transgender				The school has an open and supportive outlook towards gender identity
Race				The school will admit pupils regardless of race or ethnicity.
Religion and Belief				The School will continue to accept pupils regardless of their religious beliefs. The curriculum covers 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 and the County Council's Commissioning Plan for Education Provision in Kent 2020-24.

Analysis of Equality Monitoring Factors:

Spring 2020	School		Maidstone		Kent	
	Number	%	Number	%	Number	%
Free school meals*	69	4.4%	4158	15.1%	43371	18%
SEN - with EHCP*	0	0%	1216	4.4%	9213	3.8%
SEN - with SEN support*	5	0.3%	3356	12.2%	23791	9.9%
Ethnic Minority**	448	29.0%	6295	23.4%	52419	22.0%
English additional language*	235	14.8%	3575	13.1%	27866	11.5%

* from Schools' Census Autumn 2020

** from Schools' Census Spring 2020

- 4.4% of Invicta Grammar School pupils are eligible for free school meals, which is significantly lower than the both the Kent average and District averages.
- Invicta Grammar School has no pupils with EHCPs and only 0.3% receiving SEN support; again, these figures are significantly lower than the District and County averages.
- The school has a higher percentage of ethnic minority pupils when compared to the District and County averages, at 29% compared with 23.4% and 22% respectively.
- The majority of the Invicta Grammar School pupils speak English as their first language; with 14.8% of pupils with English as an additional language (EAL); this is slightly higher than the District and Kent averages.

Pupils on Roll at Invicta Grammar - Schools' Census Autumn 2020:

Year 13	Year 12	Year 11	Year 10	Year 9	Year 8	Year 7	Year 6	Total Statutory Roll	Total Roll
172	186	233	233	249	255	255	1	1226	1584

Who have you involved consulted and engaged?

The Trust will complete consultation of key stakeholders as part of their Fast-track business case. The consultation document will be distributed by the school to parents/carers, members of staff and governors. The consultation will also be emailed to all key stakeholders, including but not limited to the following groups:

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

The consultation results will be monitored by the Trust and this document amended as appropriate.

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 will remain co-educational and continue to welcome pupils regardless of gender identity, race, ethnicity or religion beliefs.

Adverse Impact,

No adverse impacts have been identified.

Positive Impact:

There will be additional girls' selective places that are needed to meet the forecast demand for provision in the planning group.

JUDGEMENT

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

Internal Action Required

None

YES/NO

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 EqlA must be submitted to committee services along with the relevant Cabinet report. Your EqlA should also be published.

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