

**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 temporarily expand

- The Westlands (Secondary Academy) School by 1.FE (30 places) for September 2022 and 2023,
- The Sittingbourne School by 1FE (30 places) for September 2022 and 2023
- Fulston Manor School by 0.5FE for September 2002 and 2023.

Responsible Owner/ Senior Officer: Marisa White

Version: 1

Author: Lorraine Medwin

Pathway of Equality Analysis: N/A

Summary and recommendations of equality analysis/impact assessment.

- **Context**

The County Council is the Strategic Commissioner of Education Provision in Kent and has a duty to ensure that sufficient school places are available to meet demand. The Commissioning Plan for Education Provision in Kent sets out Kent's commissioning intentions and is revised annually. The Commissioning Plan for Education Provision in Kent 2021-2025 identifies the need to commission additional capacity in the Swale District for Year 7 secondary school places from 2022. Additional capacity was secured through a temporary expansion of Westlands Secondary Academy by 45 places for September 2019, 2020, and 2021 Year 7 entry. September 2022 shows a projected deficit of 93 places and 176 for September 2023. There is a need to secure a permanent solution to the secondary place pressures from September 2024 onwards when the size of the pressure sustained throughout the planning period.

The increase in the birth rate, inward migration and house building has increased the forecast need for school places. The pressure on secondary school places showing in Sittingbourne is also exacerbated by large numbers of children travelling off the Isle of Sheppey for their secondary education. Surplus capacity in Oasis Isle of Sheppey Academy will help to offset the deficit in Sittingbourne but parental preference, school performance and the cost of transporting Sittingbourne pupils to Sheppey must also be taken into consideration. Even with the capacity on the Isle of Sheppey, there is still a need to provide additional secondary school places to meet rising pupil numbers.

The commissioning of a new all through school to include 2FE primary provision and 6FE secondary agreed with developers on the North Sittingbourne (Quinton Road) site has been delayed due to the housing development not coming forward according to the original timeline as set out within the Local Plan. It is hoped that that we will gain access to the site by 2025. Alternative options will be explored to meet the need for places for 2024, 2025 and 2026.

Aims and Objectives

- Ensure there are sufficient year 7 places for pupils in September 2022 and 2023 for Sittingbourne and Isle of Sheppey.

Summary of equality impact

No adverse impacts have been identified at this stage.

Positive impacts have been identified are:

- Sufficient year 7 places will be provided for September 2022 and 2023 intake.
- Year 7 pupils will be able attend secondary school provisions in their locality

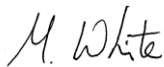
Adverse Equality Impact Rating **Low**

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning Swale District Secondary School pressures. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service

Signed:



Name: Marisa White

Job Title: Area Education Officer

Date:

DMT Member

Signed:

Name: Christine McInnes

Job Title: Director of Education Planning and Access

Date:

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 Positive Impact Evidence
Age				It is expected that this proposal will have a positive impact on the local community and local children as the proposed temporary additional Year 7 places will allow more families to access a local secondary school of their choosing.
Disability				There will be more places available to meet the needs of children in the local area, including those with SEN and/or disability.
Gender				The additional places will be available for boys and girls.
Gender identity/ Transgender				The additional places will be available for all secondary aged pupils
Race				The additional places will be available for all secondary aged pupils regardless of race or ethnicity.
Religion and Belief				The Religious Studies curriculum covers all religions.
Sexual Orientation				The additional places will be available for all secondary aged pupils
Pregnancy and Maternity				N/A
Marriage and Civil Partnerships				N/A
Carer's Responsibilities				N/A

Part 2

Equality Analysis /Impact Assessment

Protected groups

Information and Data used to carry out your assessment

The Information and Data used to carry out the assessment is published data on pupil numbers.

- The Kent Commissioning Plan 2021-2025

Who have you involved consulted and engaged?

As this project is a temporary proposal and the accommodation to provide the temporary places will be replacement of existing buildings, a public consultation is not required at this stage. A public consultation will take place if it is considered feasible to permanently expand Westlands, The Sittingbourne School or Fulston Manor.

The views of the Local members, Area Education Officer and the Governing Body and Swale Academies Trust will be taken into account

Swale Secondary Year 7 Need

The Commissioning Plan for Education Provision in Kent 2021-25 identifies the need to commission additional capacity in the Swale District for Year 7 secondary school places from 2019. Additional capacity was secured through a temporary expansion of Westlands Secondary Academy by 45 places for September 2019, 2020 and 2021 Year 7 entry.

The table below shows Year 7 surplus/deficit for the planning groups in Swale District.

Year 7 surplus/deficit capacity if no further action is taken

Planning Group name	2019-20 capacity	2019-20 (A)	2020-21 (F)	2021-22 (F)	2022-23 (F)	2023-24 (F)	2024-25 (F)	2025-26 (F)	2026-27 (F)	2026-27 capacity
Faversham Non-Selective	210	17	11	0	17	5	24	30	43	210
Isle of Sheppey Non-Selective	390	139	118	85	109	88	75	100	126	390
Sittingbourne Non-Selective	810	-28	-92	-140	-93	-176	-143	-146	-110	765
Canterbury & Faversham Selective	605	-40	-33	-27	-30	-34	-30	-21	-23	605
Sittingbourne and Sheppey Selective	270	-11	-46	-64	-47	-72	-66	-62	-49	240

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>

Analysis and information on Swale Secondary Schools.

There are five planning groups which are within Swale District or which cross the District boundary Three of which are non-selective (Faversham, Isle of Sheppey and Sittingbourne) and two selective (Sittingbourne and Sheppey, and Canterbury and Faversham).

Faversham Non-Selective Planning Group

The Abbey School is the only non-selective school in Faversham. There is current proposal for The Abbey School to permanently expand by 1FE from 2023.

Isle of Sheppey Non-Selective Planning Group

The Oasis Isle of Sheppey Academy is the only non-selective school in the Isle of Sheppey planning group. It is a large wide-ability school operating on two sites.

Sittingbourne Non-Selective Planning Group

There are three schools in the Sittingbourne non-selective planning group: Fulston Manor School, The Westlands School and The Sittingbourne School. Forecasts indicate that for both Year 7 and Years 7-11 there is an increasing deficit of places over the Plan period. 2021 shows a deficit of -140 (18.3%) places increasing to -176 (23%) in 2023.

The increasing pressure showing in Sittingbourne is exacerbated by large numbers of pupils travelling off the Isle of Sheppey for their secondary education. Surplus capacity in Oasis Isle of Sheppey Academy will help to offset some of the deficit in Sittingbourne but will not meet all of the need from 2023 when demand peaks.

Sittingbourne and Sheppey Selective Planning Group

There are two Schools in the planning group, Borden Grammar School (Boys) and Highsted Grammar School (Girls).

Forecasts indicate a deficit of Year 7 and Year 7-11 places across the Plan period. Both schools have agreed to expand permanently by 1FE from 2022.

Canterbury and Faversham Selective Planning Group

There are four schools in the Canterbury and Faversham selective planning group: Barton Court Grammar School, Simon Langton Girl's Grammar School, Simon Langton Grammar School for Boys and Queen Elizabeth's Grammar School. There is current proposal for Queen Elizabeth's Grammar school to permanently expand by 1FE from 2023.

Adverse Impact,

No adverse impact identified.

Positive Impact:

- Sufficient year 7 places will be provided for September 2022 and 2023 intake.
- Year 7 pupils will be able attend secondary school provisions in their locality

JUDGEMENT

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

Internal Action Required ~~YES/NO~~

There is potential for adverse impact on particular groups and we have found scope to improve the proposal...

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/No

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