

November 2021

Kent Catholic School's Partnership Equality Analysis/ Impact Assessment (EqIA)

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

St Gregory's Catholic Primary Academy
Proposal to permanently change the age range of the school from 3-11 years to 4-11 years, by closing the nursery class.

Responsible Owner/ Senior Officer: Mark Harris

Version: 1

Author: Mark Harris

Pathway of Equality Analysis: N/A

Summary and recommendations of equality analysis/impact assessment.

Context

The roll numbers in the school nursery have fallen steadily over the last 5 years. 2018 – 12 FTE, 2019 – 9 FTE, 2020 – 7 FTE, 2021 – 4 FTE.

The nursery is unable to compete with local PVIs who are able to offer much longer days (7:30 am – 6pm) and unable to fund staffing.

Proposal

To close the school nursery effective from August 31st 2021. There are currently 5 children on roll, 2 of whom will be moving up to the Reception Class in September 2022.

The remaining 3 children on roll will be able to take up places in private nurseries as all local nurseries have vacancies. Staff members can be placed elsewhere in the school so their jobs will not be affected.

Summary of equality impact

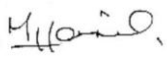
No adverse impacts have been identified at this stage; however, the outcome of the public consultation and community consultation will enable the Local Authority to test out these assumptions.

Adverse Equality Impact Rating Low

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the nursery at St Gregory's Catholic Primary Academy. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

KCSP Representative

Signed: 
Job Title: Director of Finance & HR

Name: Mark Harris
Date: 24.11.2021

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	Med negative impact Screen	Low negative impact Evidence	High Positive Impact Evidence
Age				There will be accessible nursery provision for all pre-school aged children locally.
Disability				The provision will be compliant with the Equality Act 2010
Gender				The school is currently for boys and girls and this will be the same in the pre-school
Gender identity/ Transgender				N/A
Race				The pre-school will welcome all children
Religion and Belief				The pre-school will welcome all children of faith and no faith. The school 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

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.

- Autumn Term 2021 School Summary Sheet
- School performance data

Who have you involved consulted and engaged?

Consultation on the proposal will be with the community and other stakeholders including the following groups: -

- Schools in Margate
- Pre-schools in Margate
- Parents/carers at St Gregory's Catholic Primary Academy
- Local Members

Analysis and information on St Gregory's Catholic Primary Academy

St Gregory's catholic primary Academy is providing education for students of all abilities aged 4-11. The school was judged "Good" by Ofsted in September 2019.

There are currently (October 2021) 287 children on roll

Table below shows the breakdown of Free School Meals (FSM) and Education Health and Care Plans (EHCP) and English as an Additional Language (EAL) for St Gregory's Catholic Primary Academy.

St Gregory's	Number on roll	FSM	%	EHCP	%	SEN Support	%	Total SEN	%	EAL	%
	290	85	29	11	3.7	10	3.4	21	7	32	11

The Community

St Gregory's Catholic Primary Academy falls within the ward of Salmestone, Margate in Thanet.

Salmestone Ward Profile

Key age groups (under 20)

Source: 2018 Mid Year Estimates, The Office for National Statistics (ONS), © Crown Copyright - 2018

2018	Salmestone		Thanet		KCC area	
Age group	No.	% of total population	No.	% of total population	No.	% of total population
Total Population (All ages)	5,810		141,800		1,568,600	
0-3 - Early Years children	310	4.8%	6,400	6.7%	72,400	5.7%
4-10 - Primary age children	500	4.6%	12,200	6.2%	138,700	5.3%
11-18 - Secondary age children	560	4.8%	12,900	6.3%	147,400	5.4%
10-17 - age group covered by youth offending service	580	3.3%	13,100	6.4%	149,100	3.5%
14-19 - age group for Key Qualifications	390	1.8%	9,100	4.1%	107,200	2.4%
0-19 - All children & young people	1,440	1.0%	32,900	2.7%	375,600	1.4%

Early Years provision in the local area to St Gregory's Catholic Primary Academy, Margate.

There are nine Early Years settings within one mile of the school and all but one have vacancies.

Adverse Impact

No adverse impact identified.

Positive Impact:

- sufficient pre-school places are available for families in Margate

JUDGEMENT

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

The analysis and impact assessment evidence above shows that there is no potential for discrimination from this proposal and that the impact will be positive. It will ensure that there are sufficient high quality childcare places in Margate. It will support the aim ensure an increasing number of children are school ready at the end of the Early Years Foundation Stage and mitigate the effects of poverty, inequality.

Internal Action Required **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/No