

**KENT COUNTY COUNCIL**  
**EQUALITY IMPACT ASSESSMENT**

**Directorate:**

- *Children, Young People and Education*

**Name of policy, procedure, project or service**

- *Proposal to Expand Rosherville Church of England Academy and relocate to a new site from September 2024*

**What is being assessed?**

- *School Project*

**Responsible Owner / Senior Officer**

- *Ian Watts, Area Education Officer – North Kent*

**Date of Initial Screening**

*22 January 2022*

<b>Version</b>	<b>Author</b>	<b>Date</b>	<b>Comment</b>
1	Ian Watts	22 Jan 2022	



# Summary and recommendations of equality analysis/impact assessment.

## Proposal

This EIA assesses the KCC proposal to Expand Rosherville Church of England Academy and relocate to a new site from September 2024

## Background

Kent County Council (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 2022-26 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 Ebbsfleet Development Corporation (EDC) is overseeing three new developments in Northfleet, Gravesham. These developments are known as Cable Wharf, Harbour Village and Grove Road. The total of new housing is not yet fixed, but will likely generate between 1FE and 1.5FE of new primary demand. Analysis of the provision in the Northfleet and West Gravesend planning group indicates that there is insufficient capacity to accommodate this demand.

The Rosherville Church of England Academy is a small 20 PAN primary school, sited on a challenging site on top of a quarry cliff. The site is unsuitable for several reasons. It is restricted by topography on the south and east boundaries, and by the B2175 (London Road) to the north. The site is made up of several smaller parts that have separate freeholders, including the Church Wardens of the Diocese of Rochester.

The school buildings are either very old or in need of replacement, with the main building being of Victorian era. The remaining buildings require constant maintenance to remain fit for purpose. Whilst there is no immediate danger to the school buildings on the existing site, the chalk cliffs are sheer, at about 12m high. The school cannot expand on its existing site.

The proposal addresses two issues. That of increasing the primary provision in the area and providing Rosherville Church of England Academy with a new site and modern buildings, within the Cable Wharf development, but less than 200 metres from the existing school site. This issue has been mentioned in previous Kent Commissioning Plans.

With a PAN of 20, Rosherville Church of England Academy has to carefully manage smaller class sizes to remain a viable school. Increasing the school's PAN to 1FE and then again to 2FE will make the school much more financially viable and support the future of the school.

Ofsted deems Rosherville Church of England Academy to be a school that 'requires improvement'. It is a popular school with parents. The school is part of the Aletheia Anglican Academies Trust.

The proposal would see Aletheia Anglican Academies Trust expand Rosherville Church of England Academy by 40 Year R places, each year to become a 2FE primary school. This expansion will be in two phases.

The first phase will see the school expand from 20 PAN to 1FE. This expansion should take place for the September 2024 intake. This phase will be facilitated by a move from the London Road site to a new site and building in the Cable Wharf housing development. The new building will initially be constructed to provide the core and infrastructure of a 2FE school, with 1FE of teaching accommodation (seven classrooms), ready for use. Another seven teaching rooms will be built, but not finished. This maintains a 1FE net capacity that reduces the risk of the school having to exceed that capacity.

The second phase will see the school expand from 1FE to 2FE, facilitated by the finishing of an additional seven teaching rooms. This expansion will take place when demand requires it. Most of the new primary demand is forecast to be generated from the aforementioned Cable Wharf Harbour Village and Grove Road, both in Northfleet.

### **Summary of equality impact**

No adverse impacts have been identified at this stage.

KCC Background documents are:

Kent's Commissioning Plan for Education Provision 2022-26

[www.kent.gov.uk/educationprovision](http://www.kent.gov.uk/educationprovision)

Increasing Opportunities, Improving Outcomes: Kent County Council's Strategic Statement (2015-2020).

<http://www.kent.gov.uk/about-the-council/strategies-and-policies/corporate-policies/increasing-opportunities-improving-outcomes>

## Screening Grid

Characteristic	Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what?  b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative		
<b>Age</b>	No	N/A	N/A		Yes. This project will have a positive impact on the families living in the Borough of Gravesham. It will provide additional primary places for the new communities in Northfleet giving local children greater opportunity to attend a local school.
<b>Disability</b>	No	N/A	N/A		Yes. The school is fully inclusive. The new accommodation will be compliant with the Equality Act 2010 and be fully accessible. It will meet the needs of children in Gravesham and in the local area, including those with SEN and/or disability.  This provision is included in Kent's Commissioning Plan which sets out future plans across all types of phases of education, including specialist provision. <a href="http://www.kent.gov.uk/educationprovision">www.kent.gov.uk/educationprovision</a>
<b>Gender</b>	No	None	None	N/A	The school is a coeducational primary school.
<b>Gender identity</b>	No	None	None	N/A	Yes, the school has an open and supportive outlook towards gender identity
<b>Race</b>	No	None	None	N/A	Yes. Positive for all primary aged children within the local community providing more

Characteristic	Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what?  b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative		
					options and choices for their future.
<b>Religion or belief</b>	No	None	None	N/A	Yes, the school uses admission criteria that will not disadvantage any faith, or people of no faith.
<b>Sexual orientation</b>	No	None	None	N/A	Yes, the Academy Trust has an open and supportive outlook towards the sexual orientation of students
<b>Pregnancy and maternity</b>	No	None	None	N/A	N/A
<b>Marriage and Civil Partnerships</b>	No	None	None	N/A	N/A

## Part 1: INITIAL SCREENING

**Proportionality** - Based on the answers in the above screening grid what weighting would you ascribe to this function – **LOW**

Low	Medium	High
Low relevance or insufficient information / evidence to make a judgement.	Medium relevance or insufficient information / evidence to make a Judgement.	High relevance to equality, / likely to have adverse impact on protected groups

Ofsted deems Rosherville Church of England Academy to be a school that 'requires improvement'. It is a popular school with parents. The school is part of the Aletheia Anglican Academies Trust.

### Beneficiaries

- Local children and their families
- The Local Authority

### Consultation and data

#### Information about the School

- Rosherville Church of England Academy provides co-educational primary school places for students aged 4-11
- A nursery provision for 2-4 years olds is planned
- A 12 place SRP is planned
- <http://www.rosherville.co.uk/>

#### The Community - Gravesham

- 17.2% BME.
- 17.4% children are 'in poverty'.
- 13.3% of the students are eligible for free school meals
- 11.2% SEN in school, of which:
  - 19.4%, Autistic Spectrum Disorder
  - 1.0%, Hearing Impairment
  - 13.7%, Moderate Learning Difficulties
  - 0.2%, Multi Sensory Impairment
  - 1.1%, SEN Support - No Specialist Assessment
  - 5.0%, Other
  - 2.5%, Physical Disability
  - 0.8%, Profound & Multiple Learning Difficulties
  - 13.4%, Social, Emotional & Mental Health
  - 24.9%, Speech, Language & Communication Needs
  - 2.9%, Severe Learning Difficulties
  - 13.6%, Specific Learning Difficulties
  - 1.5%, Visual Impairment
- 2.2% SEN with an EHCP

For more detail on the community, visit:

## Proposed Consultation

The Aletheia Anglican Academy Trust will run a consultation from 14 January 2022 to 11 February 2022, with a drop in event for stakeholders to raise issues and concerns on 7 February 2022

The consultation included the community and other stakeholders, including the following groups:

- All schools in the Gravesham Borough
- Elected Members (Kent County Council, Gravesham Borough Council)
- Parish and Town Councils
- Local MPs
- Dioceses of Rochester and Southwark
- Church Groups
- Residents Groups
- Children's Centres, Community and Voluntary Groups, Youth Groups

## Potential Impact

### Adverse Impact:

No adverse impacts have been identified at this stage; however the consultation will enable the Local Authority to test out these assumptions.

### Positive Impact:

Some positive impacts identified are:

- An increase in total number of primary places available
- More families able to access good school places
- School places available to students with and without faith-based backgrounds.

## JUDGEMENT

**Option 1 – Screening Sufficient** YES

### Justification:

**Option 2 – Internal Action Required** NO

**Option 3 – Full Impact Assessment** NO

## Equality and Diversity Team Comments

### Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

### Senior Officer

Signed:

Name:

Job Title:

Date:

**DMT Member**

Signed:

Name:

Job Title:

Date:





## Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications