

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

Directorate/ Service: Children, Young People and Education

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

Chilmington Green Secondary School, Ashford

Provision of temporary premises to enable Chilmington Green Secondary School to open off-site in September

Proposal to:

- I. Authorise funding of up to £2,900,000 from the Education Revenue Budget to enable Chilmington Green Secondary school to open off-site in September 2023.
- II. Delegate authority to the Director of Infrastructure to take necessary actions, including but not limited to entering into necessary contracts or taking other legal actions as required, to implement the decision.

Responsible Owner/ Senior Officer: David Adams, Area Education Officer, South Kent

Version: 1

Author: Lee Round, Area Schools Organisation Officer, South Kent

Pathway of Equality Analysis: Children's, Young People and Education Cabinet Committee, 13 September 2022

Summary and recommendations of equality analysis/impact assessment

- **Context**

The new secondary school at Chilmington Green is the strategic solution for the additional secondary school places required in Ashford. The school is expected to be funded by the DfE via the 'wave' programme, has a sponsor in ULT and has planning permission in place.

Forecast suggest that there will be a significant deficit of Year 7 places in Ashford in 2023-24 and onwards with little options to add additional place above what has already been agreed in existing schools. The opening of a new school would provide the capacity needed.

Given that KCC have existing buildings which can be used as a temporary home for Chilmington Green, it would be in the best interest of families in Ashford to open the school off-site as it would avoid KCC having to look at the possibility of transporting pupils out of the Borough to secure secondary school places.

Updated 05/09/2022

1

Utilising the former Ashford South school site for temporary provision would seem to be the best option available given that the costs are less than that at Linden Grove, the location to the centre of Town and that it is the preferred option of the sponsor.

- **Aims and Objectives**

To ensure that there are sufficient, high quality, non-selective secondary school places in Ashford for all who require a place, including those required to enable parental choice.

- **Summary of equality impact**

Adverse Equality Impact Rating Low

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the request to:

- I. Authorise funding of up to £2,9000,000 from the Education Revenue Budget to enable Chilmington Green Secondary school to open off-site in September 2023.
- II. Delegate authority to the Director of Infrastructure to take necessary actions, including but not limited to entering into necessary contracts or taking other legal actions as required, to implement the decision.

I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service


Signed: 

Name: Lee Round

Job Title: Area Schools Organisation Officer

Date: 02/09/2022

DMT Member

Signed: 

Name: David Adams

Job Title: Area Education Officer

Date:02/09/2022

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				High positive impact as the proposal will go some way to securing sufficient non-selective Year 7 places for pupils who require them from 2023 onwards.
Disability				High positive impact as the proposal goes some way to securing a off-site provision that will be accessible to pupils with disabilities.
Sex				High positive impact as the proposal will go some way to ensuring sufficient high quality provision for boys and girls as and new school would be co-educational.
Gender identity/ Transgender				NA
Race				NA
Religion and Belief				High positive impact as the Sponsor of the proposed new school has confirmed that the school will be non-denominational and will accept pupils of all faiths and those with none. The curriculum will cover all religions.
Sexual Orientation				NA
Pregnancy and Maternity				NA
Marriage and Civil Partnerships				NA
Carer's Responsibilities				High positive impact as the proposal will go ensure that places are sufficient Year 7 places available within Ashford making education more accessible for those with carer's responsibilities..

Updated 05/09/2022

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

In Ashford Borough secondary school rolls have risen significantly over the last 10 years. For several years, school leaders have temporarily offered places above their published admissions number to support KCC in being able to allocate sufficient places for National Offer Day.

The pressures for non-selective places in the Ashford Town non-selective planning group are particularly acute. Published pupil forecasts (figure 1) would suggest there will still be a significant deficit of Year 7 places which has to be addressed throughout the Plan period. The latest forecasts, yet to be published, suggest a significant increase in the deficit of places for September 2023 with -149 place being required.

Figure 1: Forecast Year 7 surplus/deficit capacity if no further action is taken (KCP 2022-26)

Planning Group Name	2020-21 Capacity	2020-21 (A)	2021-22 (F)	2022-23 (F)	2023-24 (F)	2024-25 (F)	2025-26 (F)	2026-27 (F)	2027-28 (F)	2027-28 Capacity
Ashford North Non-Selective	840	12	-35	-52	-107	-69	-21	-81	-33	758
Ashford Selective	420	-13	-1	0	1	0	1	3	-2	420

The information and data used to carry out the assessment is taken from school census records (October 2021) and the published data shown in the County Council's Commissioning Plan for Education Provision in Kent 2022-26 which is a five-year rolling plan that 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:

https://www.kent.gov.uk/data/assets/pdf_file/0005/131486/Commissioning-Plan-for-Education-Provision-in-Kent-2022-to-2026.pdf

Figure 2: October 2021 Census data- Ashford Town non-selective schools.

School	Number on Roll October 2020	Number Eligible FSM++	% Eligible FSM++	Number EHC Plan	% EHC Plan	Number with SEN Support	% SEN Support	Total SEN	% Total SEN	Number EAL	% EAL
John Wallis Church of England Academy, The*	1691	578	34.2	49	2.9	253	15.0	302	17.9	350	20.7
North School, The	1229	328	26.7	44	3.6	80	6.5	124	10.1	185	15.1
Towers School and Sixth Form Centre, The	1414	335	23.7	22	1.6	146	10.3	168	11.9	73	5.2
Wye School	566	72	12.7	19	3.4	43	7.6	62	11.0	41	7.2

1. The John Wallis Academy is an all through school (3-18). The number on role includes nursery and primary pupils in addition to Years 11-18.
2. ++FSM is based on all pupils eligible for FSM at the time of the October census, regardless of age.
3. EAL refers to pupils whose First Language is other than "English", "Believed to be English", "Refused", "Not Obtained" or "Classification Pending".

Who have you involved consulted and engaged?

The Children's, Young People and Education Cabinet Committee will be consulted on the proposal.

Should the proposal be agreed United Learning, as the appointed sponsor, will need to complete further public consultation prior to the Secretary of State for Education entering into a funding agreement and the off-site provision being opened to pupils.

Analysis

No impact on protected groups is noted at this point. This will be reviewed should the proposals as outlined be agreed.

Adverse Impact

NA

Positive Impact:

There will be sufficient non-selective provision in Ashford for all including those in protected groups.

JUDGEMENT

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken
- **Adjust and continue** - adjust to remove barriers or better promote equality

- **Continue the policy** - despite potential for adverse impact or missed opportunity. Set out the justifications: there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements.
- **Stop and remove the policy** – policy shows actual or potential unlawful discrimination it must be stopped and removed or changed

Internal Action Required **YES/NO**

Equality Impact Analysis/Assessment Action Plan- None note at this point

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

Have the actions been included in your business/ service plan? (If no please state how the actions will be monitored)
Yes/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.