

EQIA Submission – ID Number

Section A

EQIA Title

Expansion of Leigh Academy Dartford

Responsible Officer

David Hart - CY EPA

Approved by (Note: approval of this EqIA must be completed within the EqIA App)

Ian Watts - CY EPA

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

Project/Programme

Commissioning/Procurement

No

Strategy/Policy

No

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Children Young People and Education

Responsible Service

Education, Planning and Access

Responsible Head of Service

Ian Watts - CY EPA

Responsible Director

Christine McInnes - CY EPA

Aims and Objectives

Dartford Borough's population is increasing with more families moving into the area and as a result, Kent County Council needs to add additional secondary school places to manage the increase in demand. One strategy for providing additional school places is to expand existing successful and popular schools.

Leigh Academy, part of the Leigh Academy Trust (LAT) is a co-ed secondary school. Following an inspection that took place in April 2023, Ofsted deems Leigh Academy to be a 'GOOD' school.

Leigh Academy agreed to increase its PAN from 240 to offer 270 places for September 2023, September 2024 and September 2025.

Following further discussions, Leigh Academy agreed to offer 300 places from 2026, subject to a physical expansion. This proposal seeks to facilitate the expansion by building a standalone block and enable various internal and external works. The Trust, senior leadership team and governors of Leigh Academy agreed to consult on this proposal to permanently expand the school and enlarge the secondary provision within the school by the addition of 60 places per school year.

The 2FE expansion is to be facilitated by internal alterations to the existing main school building, along with

construction of a new teaching block at the front of the site to provide the level of accommodation required in accordance with BB103. The existing tennis courts will be relocated to facilitate the construction of the new standalone block.

Alongside the new expansion block, internal alterations to the main school building are planned to increase the number of teaching spaces, and toilet provision to align with BB103. Approval is sought for monies to cover the initial design development cost associated with these elements being directly delivered by Leigh Academy Trust.

In order to accommodate the ongoing 2FE expansion, Leigh Academy have committed to an increased PAN in September 2024 (inline with September 2023), however this increased PAN requires an initial phase of internal alteration works to be undertaken to facilitate an increase in pupil numbers.

If no further action is taken in the longer term, Kent County Council will find it extremely difficult to provide sufficient primary school places in the Dartford and Swanley non-selective planning group.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?

No

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

The school is an Academy, so ran its own consultation on the proposal, with assistance from KCC. The consultation ran from 29 February 2024 to 28 March 2024.

KCC supported the school by sending out the literature to all stakeholders, including all primary, special and secondary schools, district and county councillors, MPs, trades unions, and the Department for Education.

The school held a public drop-in session on 12 March 2024, which was attended by KCC Officers.

The consultation results were presented to the Governing Body who agreed to proceed with the proposal.

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

No

Do you have evidence that can help you understand the potential impact of your activity?

Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

Service users/clients

Staff

Staff/Volunteers

Residents/Communities/Citizens

Residents/communities/citizens

Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?

Yes

Details of Positive Impacts
Additional school places will benefit all residents including those with protected characteristics.
Negative impacts and Mitigating Actions
19. Negative Impacts and Mitigating actions for Age
Are there negative impacts for age?
No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval
Details of negative impacts for Age
Not Completed
Mitigating Actions for Age
Not Completed
Responsible Officer for Mitigating Actions – Age
Not Completed
20. Negative impacts and Mitigating actions for Disability
Are there negative impacts for Disability?
No. Note: If Question 20a is "No", Questions 20b,c,d will state "Not Applicable" when submission goes for approval
Details of Negative Impacts for Disability
Not Completed
Mitigating actions for Disability
Not Completed
Responsible Officer for Disability
Not Completed
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval
Details of negative impacts for Sex
Not Completed
Mitigating actions for Sex
Not Completed
Responsible Officer for Sex
Not Completed
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Gender identity/transgender
Not Completed
Mitigating actions for Gender identity/transgender
Not Completed
Responsible Officer for mitigating actions for Gender identity/transgender
Not Completed
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Race
Not Completed
Mitigating actions for Race

Not Completed
Responsible Officer for mitigating actions for Race
Not Completed
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Religion and belief
Not Completed
Mitigating actions for Religion and belief
Not Completed
Responsible Officer for mitigating actions for Religion and Belief
Not Completed
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Sexual Orientation
Not Completed
Mitigating actions for Sexual Orientation
Not Completed
Responsible Officer for mitigating actions for Sexual Orientation
Not Completed
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Pregnancy and Maternity
Not Completed
Mitigating actions for Pregnancy and Maternity
Not Completed
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Completed
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Marriage and Civil Partnerships
Not Completed
Mitigating actions for Marriage and Civil Partnerships
Not Completed
Responsible Officer for Marriage and Civil Partnerships
Not Completed
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Carer's responsibilities
Not Completed
Mitigating actions for Carer's responsibilities

Not Completed

Responsible Officer for Carer's responsibilities

Not Completed