

EQIA Submission – ID Number

Section A

EQIA Title

Relocation and Expansion of Rosherville Church of England Primary Academy

Responsible Officer

David Hart - CY EPA

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

No

Commissioning/Procurement

No

Strategy/Policy

No

Details of other Service Activity

Expansion and Relocation of a School

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

On 11/03/2022, through Decision number 22/00009, the Cabinet Member for Education and Skills agreed the proposal, subject to final financial information. This proposal has now been costed and agreement is now being sought by the Assistant Director North Kent, Ian Watts, for funding approval.

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 anticipated to generate between 1FE and 1.5FE of new primary demand. Analysis of the provision in the Northfleet planning group indicates that there is insufficient capacity to accommodate this demand.

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.

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.

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.

As previously reported to CYPE Cabinet Committee, to further support the new developments in the area, the new school will also include a 32 place nursery and additional SEN space for a Specialist Resource Provision (SRP) or similar.

Following an inspection that took place in September 2022. Ofsted deems Rosherville Church of England Academy to be a 'GOOD' school. The school is rated 'OUTSTANDING' by SIAMS (Statutory Inspection of Anglican and Methodist Schools) in their most recent inspection.

It is a popular school with parents. The school is part of the Aletheia Academies Trust.

There is one other alternative option to provide additional provision in the locality, that of expanding Lawn Primary School. This alternative was rejected, because Lawn Primary School, is also situated on a very small site and will encounter challenging Highways constraints along with the logistical challenge of needing to reconfigure existing buildings before introducing additional accommodation on to the already constrained site.

In reviewing the options for introducing additional provision into the area, it was acknowledged that a completely new 2FE school would come with a possibility of creating overprovision in the area, which could have a detrimental effect on Rosherville CE Academy and other local schools. Therefore, by relocating Rosherville CE Academy into the new building, it would result in the provision of 280 additional primary places rather than 420, thus mitigating the risk of overprovision whilst providing the academy with new, fit for purpose premises.

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 Northfleet 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 consultation was conducted by the Aletheia Anglican Academy Trust. The Governing body considered the responses and resolved to agree to the proposal to expand and relocate Rosherville CE Primary Academy

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 No
Staff No
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
This will increase the number of school places for 4 - 11 year old children, of all and no faith. Additional SEND provision will be built into the new school building, allowing for more places for SEND children.
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