

EQIA Submission – ID Number

Section A

EQIA Title

Draft Education Strategy

Responsible Officer

Michelle Stanley - CY EPA

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

Christine McInnes - CY EPA

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

No

Commissioning/Procurement

No

Strategy/Policy

Strategy/Policy

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Children Young People and Education

Responsible Service

Education and SEND

Responsible Head of Service

Christine McInnes - CY EPA

Responsible Director

Christine McInnes - CY EPA

Aims and Objectives

The purpose is to create a new strategy for Education in Kent. This is in response to the changing national and local educational context, the changing government policy, qualification reform and funding, the need to respond to Kent specific educational issues, particularly around inclusion and SEND, and the need to fulfil our statutory duties in Education.

Our statutory duties

KCC has a range of statutory duties it needs to meet in education. These are a priority, and we need to consider and plan for how these are fulfilled.

They are:

- Ensure a sufficient supply of good education places, including early education and childcare, and sufficient local provision for pupils with special educational needs
- Commission home to school transport efficiently and promote appropriate independence for young people
- Meet the legal requirements of the Children and Families Act (2014).

We have a broader responsibility to:

- Champion the needs of vulnerable children and young people, their families and carers, so that there is an inclusive learning system which gives them the opportunity to succeed.

Local authorities also have a responsibility to:

- Ensure a strategic coherence that enables schools and settings to develop purposeful partnerships that improve the quality of teaching, learning and outcomes for children and young people
- Collaborate with partners to build the capacity for sector-led school improvement.

The strategy Education Mission Statement:

Our mission is to:

- Collaboratively develop and support an effective, evidence-informed system of strong leaders and staff grounded in clear moral purpose to respond to the local needs and aspirations of Kent children and parents.
- Place children and young people at the centre of all education, by ensuring they are heard, included and supported to be ambitious, curious and resilient individuals who are well prepared for their future and empowered to achieve.

Our work sits within the wider strategic framework for children and young people in KCC, Medway Council and the NHS. The shared vision of this work is: 'Supporting children and young people to achieve; through living healthy, safe lives in which they feel seen and included.'

The Strategy Key areas of focus

We will focus on the following three areas of work:

1. Raising Ambition – we will be ambitious for all children and young people by creating firm floors that provide secure starts and long ladders to enable everyone to reach beyond expectations.
2. Enabling Curiosity - we will enable curiosity to expand the horizons of our children and young people by developing well-round, curious and confident children and young people who are ready to learn.
3. Building Resilience - we will build resilience for the education system by addressing barriers and encouraging effective, collaborative working.

Context that supports why we need a strategy

- We need to develop an updated strategic cohesive narrative for the sector to ensure alignment of all activity in the best interests of children and young people
- We have gaps in our attainment measures and significant gaps for our disadvantaged children and young people
- We need to ensure sufficient, good education and we want our providers to be good or outstanding
- We still have to deliver statutory duties with reduced funding and resources
- We need to align with the national and governments direction of travel to support and empower sector leadership
- We need to establish strong, collaboratively and cohesive structures and systems that support providers
- We are a particularly complex and diverse Education sector
- The sector reports a range of issues around recruitment and retention, challenging relationships with parents and they struggle with finding the right information or know who to turn to in a crisis.

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?
Yes
Have you consulted with stakeholders?
Yes
Who have you involved, consulted and engaged with?
<p>We have and will engage at various points.</p> <p>At the point of drafting the strategy:</p> <p>Currently we have liaised with the following stakeholders: Cabinet Member for Education and Skills Corporate Director CYPE Director of Education and SEN Div MT members including Assistant Directors Education, Assistant Directors of SEND and Inclusion, Head of VSK, School leaders, CEOs, Principals, Headteachers and other school staff Professional associations, principally: Kent Association of Leaders in Education, Early Years Providers Association, Kent Education Evidence Hub Partner organisations principally: The Education People: Early Years, School Improvement, Post-16, Universities, Regional Adoption Partnership, National Health Service (NHS) and Active Kent and Medway (AKM) and Public Health. Teaching Schools and Curriculum Hubs Canterbury, Rochester and Southwark Diocese Parents/carers and children and young people</p> <p>We will be liaising with the following stakeholders during public consultation on the draft strategy - October to 11 December (7 weeks):</p> <p>All education sector Children and young people Parents and carers General public Partner organisations Voluntary Charity sector Faith organisations (Catholic and Anglican)</p>
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

Kent Education Mission Statement:

Our mission is to: Collaboratively develop a secure, effective system leadership and workforce, guided by evidence-informed practice and founded in strong moral purpose. This is to ensure that all children and young people are included and supported to be curious, resilient, well-rounded, and ambitious individuals, well prepared for their future and enabled to achieve. This will be delivered by strong, place-based provision that cooperatively responds to the variety of educational needs and aspirations of our children and parents.

Our work sits within the wider strategy for KCC, Medway and the NHS : The Framework for Children and Young People across Kent and Medway. Our shared vision is:

“Supporting children and young people to achieve; through living healthy, safe lives in which they feel seen and included.”

Strategy Key areas of focus

We will focus on the following three areas of work:

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One of the fundamental principles of how the Strategy will be delivered is to be inclusive. Therefore all protected characteristics will experience positive impacts from having the Education Strategy, in line with the Public Sector Equality Duty which aims to advance equality of opportunity between people who share a protected characteristic, and those who do not.

Negative impacts and Mitigating Actions

19. Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?

No

Details of negative impacts for Age

Not Applicable

Mitigating Actions for Age

Not Applicable

Responsible Officer for Mitigating Actions – Age

Not Applicable

20. Negative impacts and Mitigating actions for Disability

Are there negative impacts for Disability?

No

Details of Negative Impacts for Disability

Not Applicable

Mitigating actions for Disability

Not Applicable
Responsible Officer for Disability
Not Applicable
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
No
Details of negative impacts for Sex
Not Applicable
Mitigating actions for Sex
Not Applicable
Responsible Officer for Sex
Not Applicable
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
No
Negative impacts for Gender identity/transgender
Not Applicable
Mitigating actions for Gender identity/transgender
Not Applicable
Responsible Officer for mitigating actions for Gender identity/transgender
Not Applicable
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No
Negative impacts for Race
Not Applicable
Mitigating actions for Race
Not Applicable
Responsible Officer for mitigating actions for Race
Not Applicable
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No
Negative impacts for Religion and belief
Not Applicable
Mitigating actions for Religion and belief
Not Applicable
Responsible Officer for mitigating actions for Religion and Belief
Not Applicable
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No
Negative impacts for Sexual Orientation
Not Applicable
Mitigating actions for Sexual Orientation
Not Applicable
Responsible Officer for mitigating actions for Sexual Orientation
Not Applicable
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity

No
Negative impacts for Pregnancy and Maternity
Not Applicable
Mitigating actions for Pregnancy and Maternity
Not Applicable
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Applicable
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No
Negative impacts for Marriage and Civil Partnerships
Not Applicable
Mitigating actions for Marriage and Civil Partnerships
Not Applicable
Responsible Officer for Marriage and Civil Partnerships
Not Applicable
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No
Negative impacts for Carer's responsibilities
Not Applicable
Mitigating actions for Carer's responsibilities
Not Applicable
Responsible Officer for Carer's responsibilities
Not Applicable