

KENT COUNTY COUNCIL
EQUALITY IMPACT ASSESSMENT

Directorate:

Education And Young Peoples' Services

Name of policy, procedure, project or service

Proposed closure of Pent Valley Technology College

What is being assessed?

Project

Responsible Owner/ Senior Officer

David Adams, Area Education Officer – South Kent

Date Initial Screening Completed

06 December 2015 Version 2

23 December 2015 Version 3

04 January 2016 Version 3



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 | Internal action must be included in Action Plan | If yes you must provide detail |
| Age | Yes – Secondary aged children | Medium | Low | The future viability of Pent Valley Technology College is questionable. Reducing pupil numbers impacts on budget, which reduces opportunities for pupils. Academic standards are currently low. Transferring pupils to better performing education establishments will increase their opportunities and chances. Age profile of children currently attending Pent Valley Technology College established by Year group. Identification of vacancies in relevant Year groups in other schools serving the area to identify whether demand matches need. Commissioning of additional capacity in specific year groups in certain schools if required. <i>See actions within Closure Plan.</i> | Yes – with a detailed transition plan in place for the affected children that takes account of the individual needs of the children and their families (in particular the individual support needs), the children could benefit from attending schools with larger numbers on roll where learning opportunities and experiences could be significantly broadened. Kent's Admission to Secondary school in Kent 2016 will be applied. Kent's Transport Policy will be applied. |
| Disability | Yes – children attending the College with SEN (15 with Statements, 174 without statements and 164 with EAL) | Low | Low | An appropriate placement for students with a Statement of Educational Needs will be identified through meetings with the Special Education Needs and Disabilities (SEND) Team and families in liaison with receiving schools. Individual needs of all other children with SEND will be identified through meetings with the families to identify requirements. KCC will work with Pent Valley Technology College to ensure | Yes – transfer to a larger College could potentially provide more flexibility of resource to support the child's needs. Kent's Admission to Secondary College in Kent 2016 will be applied. Kent's Transport Policy will be applied. |

| | | | | | |
|---------------------------|--|-----|-----|---|---|
| | | | | <p>transition to receiving Colleges is smooth and records are up to date and transferred in time to receiving school.</p> <p>The consultation process, including the provision of information will take into account the communication needs of parents/guardians. This may include but not be limited to print impairments and other disability-related communication needs.</p> | |
| Gender | No | Low | Low | No particular action over and above that provided for other protected groups | unknown |
| Gender identity | No | N/A | N/A | N/A | N/A |
| Race | Yes – EAL children (164) | Low | Low | <p>Individual needs of all other children with English as an Additional Language (EAL) will be identified through meetings with the families to identify requirements. KCC will work with Pent Valley Technology schools to ensure transition to receiving Colleges is smooth and records are up to date and transferred in time to receiving schools.</p> <p>The consultation process, including the provision of information will take into account the communication needs of parents/guardians.</p> | <p>Yes – transfer to a larger school could potentially provide more flexibility of resource to support the child's needs.</p> <p>Kent's Admission to Secondary school in Kent 2016 will be applied.</p> <p>Kent's Transport Policy will be applied.</p> |
| Religion or belief | No – Pent Valley Technology College is not a faith College | Low | Low | Neighbouring schools do not have religious affiliations. In the event that any parent requests their child transfers to a school with a religious foundation we will strive to help them secure this ambition. | <p>Planning with other local schools will help to promote equal opportunities for these groups.</p> <p>Kent's Admission to Secondary school in Kent 2016 will be applied.</p> <p>Kent's Transport Policy will be applied.</p> |
| Sexual orientation | No | N/A | N/A | N/A | N/A |
| | No | N/A | N/A | N/A | N/A |

| | | | | | |
|--|----|-----|-----|---|-----|
| Pregnancy and maternity | | | | | |
| Marriage and Civil Partnerships | No | N/A | N/A | N/A | N/A |
| Carer's responsibilities | No | Low | Low | If a pupil is identified as a carer then admissions will work with the family to support the best solution. | |

Part 1: INITIAL SCREENING

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

Low – low numbers affected; mitigating actions will be sufficient.

| Low | Medium | High | Context |
|---|--|--|----------------|
| 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 | |

The number of children entering our Pent Valley Technology College each year is very small and these low numbers are not expected to increase significantly within a reasonable timeframe. This means that the number of pupils on roll at the College is diminishing.

Number of Pupils on Roll Yr 7-11 – September data collection

| 2015/16 | 2016/17 | 2018/19 | 2019/20 |
|----------------|----------------|----------------|----------------|
| 463 | 397 | 360 | 348 |

Schools receive funding based on pupil numbers and the decline in numbers results in a corresponding decline in funds available to the College. This means that it will be impossible to maintain the current staffing levels necessary to maintain and sustain the improvements required.

Aims and Objectives

- To ensure that every student currently in Year 7, 8 and 9 attending or who has applied for a place in Year 7 at Pent Valley Technology College for September 2016 secures a school place at their nearest appropriate school - operating within KCC policy and procedures, in particular, with regards to Admissions, Transport and support for SEN.
- To ensure that students in the current Year 10 who remain on site have the opportunity to complete their GCSE studies with the support of Swale Academy Trust.
- To ensure the current Year 11 students are supported in making alternative and suitable decision on the post-16 options.
- To ensure that current Year 12 students secure their transfer to suitable courses to complete their post-16 studies.

Beneficiaries/ Stakeholders

- Students attending Pent Valley Technology College and their parents and carers; parents making an application for a place at Pent Valley Technology College for their children for September 2016; families in the locality who may have identified Pent Valley Technology College as a preference at some point in the future; primary schools serving the locality; other local Colleges; other users of the College site; local parishioners, local parish; local members/councillors; staff of Pent Valley Technology College, other stakeholders identified through the Public Consultation process.

Consultation and data:

(i) Consultation:

Parents and Carers

There will be a meeting with parents and carers 15 December 2015. All families will be offered the opportunity for one to one discussions to look at their preferences and the needs of their children before the end of the consultation period.

Public

The consultation period will run from 06 January to 03 February 2016.

A Public Meeting will be held at the College on 18 January 2016.

Following the consultation period, feedback as a result of the consultation will be reported to KCC Education & Young People's Cabinet Committee on 17 February 2016. A decision to issue a public notice will be taken by the Cabinet Member for Education and Health Reform. The public notice period (if issued) will be 25 February to 24 March 2016.

The decision on closure will be taken by the Cabinet Member for Education and Health Reform at the end of the public notice period.

Staff

Consultation will be undertaken with staff and their respective professional associations according to agreed policy and procedure. Early consultation will commence on the 06 January 2016.

(ii) Data

Data used on pupil numbers and future projections for the Shepway district is to be found in the Kent Commissioning Plan :

http://www.kent.gov.uk/_data/assets/pdf_file/0018/16236/Commissioning-plan-for-education-provision-in-Kent-2015-2019.pdf

Data relating to the characteristics of the College population (see below)

Age

Pent Valley Technology College is a secondary school and has students ranging in age from 11 to 18.

When analysis was first carried out there were 620 students in the College. Breakdown by Year group at that point was:

| | Year 7 | Year 8 | Year 9 | Year 10 | Year 11 | Total 7-11 | Post 16 |
|---------|---------------|---------------|---------------|----------------|----------------|-------------------|----------------|
| 2015-16 | 43 | 63 | 79 | 110 | 122 | 417 | 192 |

Disability

The contextual information below for the College (from the May 2015 School Census) is based on the roll of 758 (Yrs 7-13). This indicates that there were:

- 142 students eligible for Free College Meals;
- 15 students with Statements;
- 174 students with SEN but without statements
- 164 students with English as an additional language.

Further detailed analysis based on current roll numbers will be undertaken during the consultation period.

Comparative data:

| | College | Kent | National |
|--------------------------|----------------|-------------|-----------------|
| % eligible for FSM | 25.9 | 11.3 | 13.9 |
| % with statements | 2.0 | 1.3 | 1.8 |
| % SEN without statements | 23.0 | 10.2 | 12.4 |
| % EAL | 21.6 | 8.0 | 15.0 |
| IMD score – January 2015 | 26.3 | 18.2 | 15.0 |
| IMD rank (out of 102) | 14 | | |

No information on parental/carer disability is held at this time but will be sought during the consultation period.

Gender

Of the 599 students on roll at the time of going to consultation 333 boys (54.7%) / 276 girls (45.3%).

Race

22.2% of the pupils are registered as EAL.

Religion or Belief

No information is recorded.

Potential Impact**Adverse Impact:**

Any potential adverse impact that students may experience from a move to a new school will be countered through close working with the Pent Valley Technology College staff, those at the receiving schools and parents/carers around their individual needs; consideration of transport requirements (within the constraints of current agreed KCC policy) particularly for those where financial constraints may have an adverse impact; provision of uniform costs; placement of siblings together; work with other local schools to agree additional capacity where required to meet the needs of children currently attending Pent Valley Technology College. Any adverse impact will be the subject of ongoing consultation and evaluation to ensure equality of treatment for all pupils and that mitigating action is put into place.

Positive Impact:

The move to a school/academy in a stronger financial position and who have thriving rolls should enable the individual needs of children to be met and provide greater opportunities and a broader curriculum for students. Those attending larger schools/academies will benefit from the larger staffing and, therefore broader range of skills that a larger staffing should be able to provide.

JUDGEMENT**Internal Action Required YES**

There is potential for adverse impact on particular groups and we will address this through our action plan/closure plan. As issues arise during one to one meetings with families and through the consultation period, we will reflect these in this Equalities Impact

Assessment and in the actions reflected in our closure plan to ensure that we are mitigating any potential adverse impacts for those groups with protected characteristics.

Full Impact Assessment **Yes**

Sign Off

A handwritten signature in black ink, appearing to read "D. Adams", written over a horizontal line.

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

Name: David Adams, Area Education Officer

Date: 23 December 2015

Equality Impact Assessment Action Plan

| Protected Characteristic | Issues identified | Action to be taken | Expected outcomes | Owner | Timescale | Cost implications |
|--------------------------|---|--|--|---|--------------------|-------------------|
| Age | Children of secondary School age potential to be affected by change of School | Detailed transition plan to be developed | Smooth transition, School places secured, receiving Schools confident of child needs. | Local Authority | 06 January ongoing | |
| Disability | | <p>Information on parents/carers with a disability to be sought during consultation period.</p> <p>The consultation process, including the provision of information, will take into account the communication needs of parents/guardians with print impairments and other disability-related</p> | <p>Individual needs to be taken into account when offering/placing children in a new School.</p> <p>All parents/carers including those with a disability will be able to fully access the consultation process.</p> <p>Any potential for adverse impact mitigated.</p> | Pent Valley Technology School/Local Authority | 06 January ongoing | |

| | | | | | | |
|---------------------------|--|--|---|--|---------------------------|--|
| | | communication needs. | | | | |
| Race | Individual needs of children and their parents/carers to be considered and responded to | 1-2-1 meetings with parents to identify needs. Information to be passed to receiving Schools re individual needs. The consultation process, including the provision of information will take into account the communication needs of parents/guardians. | Any potential for adverse impact mitigated. | Pent Valley Technology School/Local Authority | 06 January ongoing | |
| Young Carer | Young Carers may be affected by a change to routine or travel time. | Identify any young carers. Ensure any concerns are addressed or specific support needed is arranged. | Any potential for adverse impact mitigated. | Pent Valley Technology School/Local Authority | 06 January ongoing | |
| Religion or belief | Pent Valley Technology School is not a Faith School | Work with Faith and Non Faith secondary Schools to identify capacity and | Ability to accommodate wishes of parents who have a strong | Local Authority | 06 January ongoing | |

| | | | | | | |
|--|--|--|---|--|--|--|
| | | willingness to take over Published Admission Number if parents indicated a preference for a School with a particular ethos. | preference for a School with a particular ethos. | | | |
|--|--|--|---|--|--|--|