

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

**Directorate/ Service:**

*Children, Young People and Education*

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

Proposed expansion of Speldhurst Church of England Primary School

**Responsible Owner/ Senior Officer:**

Jared Nehra, Area Education Officer - West Kent

**Version: 1**

**Author:** Paul Wilson

**Pathway of Equality Analysis:** N/A

**Summary and recommendations of equality analysis/impact assessment.**

- **Context**

KCC as the Local Authority has a statutory duty to ensure sufficient school places are available. The County Council's Commissioning Plan for Education Provision in Kent 2018-22 is a five-year rolling plan which is updated annually. It sets out our 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:

<http://www.kent.gov.uk/about-the-council/strategies-and-policies/education-skills-and-employment-policies/education-provision>

The Governing Body at Speldhurst CEP School has expressed a wish to increase its intake permanently from 140 places to 210 places, increasing the published admission number (PAN) from 20 to 30 Year R places from September 2020. As such, this is a school-led scheme that the Governing Body has secured funding through LCVAP and via a Capital loan from KCC to enable sufficient classroom space to be provided to accommodate the additional pupils.

KCC approval is required to increase the school's overall capacity by more than 25%. However, it should be noted that the school has exercised its powers under the Admissions Code to temporarily increase its intake in 2018 and 2019.

- **Aims and Objectives**

KCC has agreed to undertake consultation on the basis that this proposal will add additional choice to parents seeking a school place in Tunbridge Wells. In this instance KCC is not commissioning the additional places directly and wishes to seek views from key stakeholders prior to a decision being taken.

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- **Summary of equality impact**

No adverse impacts have been identified at this stage; however, the outcome of the public consultation and community consultation will enable the Local Authority to test out these assumptions.

**Adverse Equality Impact Rating Low**

**Attestation**

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the expansion of Speldhurst Church of England Primary School. I agree with the risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

**Senior Officer**

Signed:		Name: Jared Nehra
Job Title:	Area Education Officer (West Kent)	Date: 19 November 2018

**DMT Member**

Signed:		Name: Keith Abbott
Job Title:	Director – Education Planning and Access	Date: 19 November 2018

**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
<b>Age</b>				Yes. Positive: as the additional places will mean that more families and children will benefit from additional school places
<b>Disability</b>				The new facilities provided at the school will be compliant with the Equality Act 2010.
<b>Sex</b>				The provision is to be for Primary aged boys and girls.
<b>Gender identity/ Transgender</b>				The provision will accept children regardless of gender identity
<b>Race</b>				The school will admit pupils regardless of race or ethnicity.
<b>Religion and Belief</b>				The school curriculum covers all religions, with a Church of England ethos.
<b>Sexual Orientation</b>				N/A
<b>Pregnancy and Maternity</b>				N/A
<b>Marriage and Civil Partnerships</b>				N/A
<b>Carer's Responsibilities</b>				N/A

## **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**

The information and data used to carry out the assessment is taken from school census records and the published data shown in the County Council's Commissioning Plan for Education Provision in Kent 2018-22, 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:

<http://www.kent.gov.uk/about-the-council/strategies-and-policies/education-skills-and-employment-policies/education-provision>

#### **Speldhurst Church of England Primary School:**

#### **Pupils on Roll at Speldhurst - Schools' Census Summer 2018:**

Year 6 10+	Year 5 9+	Year 4 8+	Year 3 7+	Year 2 6+	Year 1 5+	Year R 4+ PT Total	Total Statutory Roll	Total Roll
22	22	19	21	20	20	20	134	144

- As at the summer census in 2018, the school had an even split between male and female students.
- 0.7% of the children were eligible for free school meals, which is below the Kent and National averages of 11.8% and 13.7%\* (\*Spring census 2018) respectively.
- 3.5% of the children received SEN support which is below the Kent average of 9.4%
- The majority of the pupils speak English as their first language; however, 7.6 % of the pupils have English as an additional language (EAL), which is slightly below the Kent average of 10.8%, but above the average for Tunbridge Wells schools of 5.8%.

#### **Who have you involved consulted and engaged?**

The consultation document (hard copies) will be distributed via the Speldhurst Church of England Primary Schools to parents, members of staff and governors. The consultation will be emailed to all key stakeholders, including but not limited to the following groups:

- The Department for Education
- The Diocese of Rochester, Canterbury and Southwark
- Elected Members (Kent County Council, Tunbridge Wells District and Parish Councils)
- Local MP
- Trade Unions

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- Local Children’s Centres and pre-school providers
- Schools in Tunbridge Wells area
- Local Libraries in the Tunbridge Wells area
- All stakeholders will be able to access copies of the document on the KCC website

**Analysis**

KCC forecasts of Primary pupil place demand for the Tunbridge Wells area indicates a small surplus of places in the medium term, which would not indicate a ‘Basic Need’ for additional provision. Nevertheless, KCC anticipates that the additional places proposed would benefit pupils in the local area and that any impact on other schools would be limited. KCC is therefore undertaking a consultation process on the basis that this would increase parental choice in the Speldhurst locality.

The school is consistently oversubscribed and for the Reception Year intake in September 2018 the school received a total of 125 parental preferences, of which 30 were 1st preferences, for a PAN of 20.

**Adverse Impact,**

No adverse impacts have been identified at this stage; however, the consultations will provide the opportunity for the Local Authority to test out these assumptions.

**Positive Impact:**

- The expansion will provide additional places for local children and greater choice for parents seeking Primary places in the Speldhurst area of Tunbridge Wells District.

**JUDGEMENT**

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

<b>Internal Action Required</b>	<b>YES/NO</b>
None	

**Equality Impact Analysis/Assessment Action Plan**

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

**Have the actions been included in your business/ service plan?**

Yes

Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing [diversityinfo@kent.gov.uk](mailto: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.

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