

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

Directorate/ Service:

Children, Young People and Education

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

Proposal to expand The Maplesden Noakes School

Responsible Owner/ Senior Officer:

Richard Owen, Headteacher, The Maplesden Noakes School
Marisa White, Area Education Officer, Kent County Council

Version: 1

Author: Paul Wilson

Pathway of Equality Analysis: N/A

Summary and recommendations of equality analysis/impact assessment.

- **Context**

The Governing Body, in conjunction with Kent County Council (KCC) would like to expand The Maplesden Noakes School to help provide more places for local children. It is anticipated that there will be significant medium-term pressure for additional Year 7 places in the Maidstone Non-Selective Planning Group, which could not reasonably be met by a Free School in central Maidstone or via additional temporary provision. Therefore, KCC has asked Maplesden Noakes to provide additional places by expanding the school from 6 to 8 forms of entry (from 180 to 240 Year 7 places each year).

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 2019-23 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>

- **Aims and Objectives**

The Governing Body, with support from KCC, is proposing to expand The Maplesden Noakes School by increasing the published admission number (PAN) from 180 places to 240 places from September 2021.

The Governing Bodies are seeking the views of the wider community on the educational merits of the proposal via a public consultation. The consultation process is designed to

establish the views of parents and carers, pupils, staff, the local community and other interested parties, ahead of a final decision of whether to proceed with the proposal.

- **Summary of equality impact**

No adverse impacts have been identified at this stage; however, the outcome of the public consultation will enable the Governing Bodies and KCC 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 proposed expansion of The Maplesden Noakes School. I agree with the risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Senior Officer

Signed:
Job Title: Headteacher

Name: Richard Owen
Date: 22 February 2019

Signed:
Job Title: Area Education Officer

Name: Marisa White
Date: 22 February 2019

DMT Member

Signed:
Job Title: Director – Education Planning
and Access

Name: Keith Abbott
Date: 22 February 2019

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 |
| Age | | | | Yes. Positive: The proposal would allow more local pupils a chance to attend the popular and Ofsted rated 'good' school. |
| Disability | | | | N/A |
| Sex | | | | The school would remain co-educational |
| Gender identity/ Transgender | | | | The school will accept children regardless of gender identity |
| Race | | | | The school will admit pupils regardless of race or ethnicity. |
| Religion and Belief | | | | The school curriculum will continue to cover all religions. |
| Sexual Orientation | | | | N/A |
| Pregnancy and Maternity | | | | N/A |
| Marriage and Civil Partnerships | | | | N/A |
| Carer's Responsibilities | | | | 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, Kent County Council's Area Profiles published within the Facts and figures about Kent section of its website and the County Council's Commissioning Plan for Education Provision in Kent 2019-23.

Analysis of Equality Monitoring Factors:

| May 2018 | School* | | Maidstone** | | Kent** | |
|-------------------------------|---------|--------|-------------|--------|--------|--------|
| | Number | % | Number | % | Number | % |
| English additional language | 124 | 10.50% | 2,938 | 11.70% | 24,959 | 10.90% |
| Free school meals | 100 | 8.50% | 2,412 | 9.60% | 26,542 | 11.60% |
| SEN - with SEN support | 16 | 1.40% | 1,866 | 7.40% | 21,797 | 9.50% |
| SEN - with SEN Statement/EHCP | 11 | 0.90% | 843 | 3.40% | 7,220 | 3.20% |

- Maplesden Noakes has a comparable percentage of pupils with English as an additional language to the county average but has a marginally lower percentage than Maidstone district average.
- In terms of pupils in receipt of free school meals, Maplesden Noakes has a slightly lower percentage of pupils at 8.5% than both the district and county averages of 9.6% and 11.6% respectively.
- Maplesden Noakes have relatively few students receiving SEN support and are significantly below the average district and county averages.

* Schools' Census Autumn 2018 data

** Kent County Council's Area Profiles from May 2018

Pupils on Roll at Maplesden Noakes - Schools' Census Autumn 2018:

| Year 14 | Year 13 | Year 12 | Year 11 | Year 10 | Year 9 | Year 8 | Year 7 | Total Statutory Roll | Total Roll |
|---------|---------|---------|---------|---------|--------|--------|--------|----------------------|------------|
| 7 | 120 | 128 | 179 | 174 | 178 | 183 | 214 | 928 | 1183 |

For more detail on the community visit –

<http://www.kent.gov.uk/about-the-council/information-and-data/Research-and-figures-about-Kent/area-profiles>

Who have you involved consulted and engaged?

The consultation document will be distributed via the school to parents, members of staff, governors and local residents. 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, Maidstone District and Parish Councils)
- Local MP
- Trade Unions
- Local Children's Centres
- Schools in Maidstone area
- Local Libraries in the Maidstone area

All stakeholders will be able to access copies of the document on the KCC website.

Analysis

There is no evidence that the change will impact negatively on pupils from Protected Groups or lead to them being treated less favourably. The school would remain co-educational and continue to welcome pupils regardless of gender identity, race, ethnicity or religion beliefs.

Adverse Impact,

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

Positive Impact:

The proposal to expand Maplesden Noakes will offer much needed additional non-selective secondary school provision in the Maidstone town area. This will allow more local pupils the opportunity to attend the popular and Ofsted rated 'good' school. The expansion is intended to happen incrementally, with 60 additional Year 7 places offered in each year, so that the school would grow over a 5-year period until it reached a total of 1200 Year 7-11 places.

JUDGEMENT

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

Internal Action Required

YES/NO

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

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.