

**KENT COUNTY COUNCIL
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)**

For alternative versions of the EqIA please contact:

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Directorate:

Children, Young People and Education Services

Name of policy, procedure, project or service

Expansion of Sellindge Primary School

What is being assessed?

The proposed expansion of Sellindge Primary School

Responsible Owner / Senior Officer

David Adams, Area Education Officer, South Kent

Date of Initial Screening

21 January 2016
Reviewed 25 January 2019

Date of Full EqIA :

Not required

Update each revised version below and in the saved document name.

Version	Author	Date	Comment
1	David Adams	26-1-16	Version 1
2	David Adams	25-1-19	Review in light of changes to housing development in the locality

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	No	High	Low		Yes - This project will have a positive impact on families already living in Sellindge and families who move into the planned new housing development. It will provide additional primary places in the area to save children travelling away from Sellindge to access education. Local primary aged children will have the opportunity to attend a local school, within walking distance of their home. January 2019 update: No change
Disability	No	High	None		Yes - The additional provision will be fully inclusive. The accommodation will be compliant with the Equality Act 2010 and be fully accessible. The school meets the needs of children in the local area, including those with Special Educational Needs and/or a disability. January 2019 update: A 2 storey block is being proposed should the school need to be expanded to 2FE. This will be fully DDA compliant with a lift instated to the second storey. Therefore, the school should continue to meet the needs of those with Special Educational Needs and/or a disability.
Gender	No	High	unk		The school is for boys and girls aged between 4 and

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					11 years. January 2019 update: No change
Gender identity	N/A	unk	unk		N/A
Race	No	High	None		Yes - The school accepts all children regardless of race or ethnicity. January 2019 update: No change
Religion or belief	No. The school will be open to children of faith or no faith	Low	None		Yes – The school curriculum covers all religions January 2019 update: No change
Sexual orientation	N/A	unk	unk		Unknown
Pregnancy and maternity	N/A	N/A	N/A		N/A
Marriage and Civil Partnerships	N/A	N/A	N/A		N/A
Carer's responsibilities	N/A	N/A	N/A		N/A

Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid what weighting

Low	Medium	High
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

would you ascribe to this function – **LOW**

Context

Sellindge Primary School is a popular and successful school, rated Outstanding by Ofsted. The proposal is in line with KCC's expectation of providing local schools for primary aged children wherever possible, having a positive impact on local families.

January 2019 Update

The initial screening (January 2016) noted that there was planned housing growth in Sellindge Village with a total of 250 dwellings planned for the area. Since 2016 a second significant development has been consented for 137 homes. Further expansion will need to be considered to ensure sufficient primary school places.

In addition, plans are being developed for the creation of Otterpool Park Garden Town. If consented, it is expected house building at Otterpool Park will commence quickly, with high levels of completions being proposed. This large-scale development of up to 10,000 homes is expected to take 30+ years to develop. Within the site space has been allocated for several primary schools. However, it will not be possible to provide on-site solutions for primary education for probably three years after commencement of development, meaning off-site solutions, such as the expansion of Sellindge Primary School will be necessary. If this is the case the EIA will be reviewed.

Aims and Objectives

The project is to provide additional school places in an area identified as needing additional places due to proposed housing development.

Background documents are:

- Kent's Commissioning Plan for Education Provision 2018-22

Beneficiaries

The greatest beneficiaries will be the local children and their families who will be more likely to gain a place in their local school.

Other beneficiaries will be:

- The Local Authority
- The local community

Information and Data

School summary data gathered in the May 2018 School Census is as follows:

(Table includes contextual information – Kent and National)

	Sellindge PS	Kent	National
% Eligible for Free School Meals	5.9	12.7	14.2
% SEN with Statements	0.9	1.4	1.4
% SEN without Statements	13.0	10.3	12.4
% Pupils with EAL	0.9	12.2	21.2
*IMD Score – October 2017	15.9	20.8	
IMD Rank (out of 454) (1 is the most deprived)	269	NA	NA
Ofsted outcome	10.06.09: O/S	NA	NA

* *Index of Multiple Deprivation (based on pupils' home postcodes)*

Involvement and Community Engagement

Should the school need to be expanded to 2FE Consultation will be with the community and other stakeholders, including the following groups:

- Residents local to the site
- Local pre-school providers
- Schools in Shepway district
- Elected Members (Kent County Council, Shepway District Council)
- Sellindge Parish Council
- Local MP

Potential Impact

Kent County Council has considered any impact that the proposed expansion may have on other local primary schools. In order to minimise this, the expansion will have a phased opening taking up to seven years to reach full capacity.

January 2019 Update:

Any proposal to further expand to 2FE will require a public consultation. The impact this may have on protected groups will be further reviewed at that time.

Adverse 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.

Positive Impact:

Some positive impacts identified are:

- More families able to access school places within walking distance of their homes.

JUDGEMENT

Option 1 – Screening Sufficient **NO**

Justification: The proposal will have positive impacts.

Option 2 – Internal Action Required **Yes**

Option 3 – Full Impact Assessment Yes

Following this initial screening there will be a post consultation update of this assessment.

Action Plan


Monitoring and Review

Equality and Diversity Team Comments

Sign Off

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

Senior Officer



Signed:

Name: David Adams

Job Title: Area Education Officer

Date: 25-1-2019

DMT Member

Signed:

Name: Keith Abbott

Job Title: Director: Education, Planning and Access

Date: 25-1-2019

Equality Impact Assessment Action Plan

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