KENT COUNTY COUNCIL

EQUALITY IMPACT ASSESSMENT

Directorate:

• Children, Young People and Education

Name of policy, procedure, project or service

• Proposed expansion of Saint George's Church of England School, Gravesend Secondary provision

What is being assessed?

• School Project

Responsible Owner / Senior Officer

• Ian Watts, Area Education Officer – North Kent

Date of Initial Screening

24 January 2019

Version	Author	Date	Comment
1	Ian Watts	24 01 19	

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			
Age	No	High	None		Yes. Positive for the local community and local students as the expansion will allow families to access more places at this very popular local school.	
Disability	No				Yes. There will be more places available to meet the needs of students in the local area, including those with SEN and/or disability.	
Gender	No	High	None		The school is co-ed	
Gender identity	No	High	None		The school is inclusive	
Race	No	High	None		Yes. Positive for all secondary aged students within the local community including white British boys from lower socio economic backgrounds (lowest achieving groups in educational outcomes in Kent)	
Religion or belief	No. Although a Church of England faith school, the admission criteria welcomes children of other faith or no faith.	High	None		Yes. The school curriculum will cover all religions.	
Sexual orientation	No	Med	None		The school is inclusive	
Pregnancy and maternity	No	Med	None		The school is inclusive	
Marriage and Civil Partnerships	N/A	N/A	N/A		N/A	

Part 1: INITIAL SCREENING

i repertiending baced on the anonoio in the above belooning give what weighting would you do						
Low	Medium	High	to this			
Low relevance or insufficient	Medium relevance or	High relevance to equality, /	function			
information / evidence to	insufficient information /	likely to have adverse	– LOW			
make a judgement.	evidence to make a	impact on protected groups				
	Judgement.					

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

Context

Saint George's Church of England School is a popular school and the proposal to increase the number of Secondary places at the school is therefore, in line with the expectation of expanding popular & successful schools. The proposal will provide an initial 30 Year 7 places.

Aims and Objectives

- The project is for the provision of secondary school places in an area identified as needing additional places.
- Background documents are:
 - Kent's Commissioning Plan for Education Provision 2019-23
 - Vision and Priorities for Improvement
- The project will provide additional secondary school places. This will be achieved through building additional accommodation on the Saint George's Church of England School site.

Beneficiaries

- Local children and their families
- The Local Authority

Consultation and data

Information about the School

- The data used in the project is published data on pupil numbers, school performance data and characteristics of the local pupil population.
- Saint George's is a Church of England School for pupils aged 4-19. The proposal is to expand the school's Secondary provision by 1FE.

Information about the secondary provision of the school:

- 13% of the students are eligible for free school meals
- 22.4% of the students have been assessed as having special educational needs; of whom 0.9% have a statement of special educational needs.
- 23.9% of students are learning to speak English as an additional language.
- The school is judged 'Good' by Ofsted.

The Community

For more detail on the community visit -

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

Proposed Consultation

- Local knowledge and discussions with the education community.
- St George's Church of England School is an Academy. A four week public consultation on the proposal to expand the school with be run by the Aletheia Anglican Academy Trust. If following consultation the Governing Body agrees to continue with the proposal a Public Notice will be issued for a four-week period.
- A public meeting will be held at the school to answer questions on the proposal

Potential Impact

Adverse Impact:

No adverse impacts have been identified at this stage; however the consultation will enable the Local Authority to test out these assumptions.

Positive Impact:

Some positive impacts identified are:

- An increase in total number of places available to meet the needs of students with disabilities and/or SEN
- More families able to access good school places
- School places available to students with and without faith-based backgrounds.

JUDGEMENT

Option 1 – Screening Sufficient <u>YES/NO</u>

Justification:

Option 2 – Internal Action Required YES/NO

• Following this initial screening our judgement is that the statutory Public Consultation that will be undertaken will highlight any unknown issues and if necessary, will initiate a further EIA

Option 3 – Full Impact Assessment YES/NO

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:
Job Title:	Date:
DMT Member Signed:	Name:
Job Title:	Date:



Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
					1	
					1	