

KENT COUNTY COUNCIL
EQUALITY IMPACT ASSESSMENT

Directorate:

- *Children, Young People and Education*

Name of policy, procedure, project or service

- *Proposal to expand Tunbridge Wells Grammar School for Boys, by increasing the Published Admission Number (PAN) from 210 places to 300 places and facilitated by the establishment of a satellite of the school on the Wilderness site in Sevenoaks, from September 2021*

What is being assessed?

- *School Project*

Responsible Owner / Senior Officer

- *Ian Watts, Area Education Officer – North Kent*

Date of Initial Screening

01 August 2019

Version	Author	Date	Comment
1	Ian Watts	01 08 19	Final draft
2	David Hart	11/12/19	Edit to include commentary on positive impact on FSM-eligible and CIC



Summary and recommendations of equality analysis/impact assessment.

Proposal

This EIA assesses the KCC proposal to expand Tunbridge Wells Grammar School for Boys, by increasing the Published Admission Number (PAN) from 210 places to 300 places and facilitated by the establishment of a satellite of the school on the Wilderness site in Sevenoaks, from September 2021

Background

Kent County Council (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>.

It is anticipated that there will be significant short and medium-term pressure for additional Year 7 places in the West Kent Selective Planning Group which indicates that additional capacity will be needed for 2019/20, continuing for later years.

KCC forecasts indicate a growing demand for Year 7 places in West Kent from the start of the 2020-21 academic year. The West Kent Selective Planning Group is forecast to have a deficit of 98 Year 7 places (c3.5FE) from 2019-20 that increases to a peak of 242 places (c7.5FE) by 2022/23.

The Kent Commissioning Plan 2019-2023 shows:

Year 7 Surplus/Deficit Capacity if No Further Action is Taken and Planned Housing is Delivered

	2017-18 capacity	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2024-25 capacity
West Kent Selective	1,170	-98	-114	-165	-242	-220	-220	1,140

The Kent Commissioning Plan 2019-2023 has referenced this need as follows:

Planning Group	By 2019-20	By 2020-21	By 2021-22	By 2022-23	Between 2023-27	Between 2027-2030
West Kent Selective	Up to 60 temporary Year 7 selective places	3FE boys' selective provision at the Wilderness site 2 FE of girls' selective provision		2 FE of girls' selective provision (subject to demand from new housing)		

As part of the measures being taken to address the capacity issues illustrated above, KCC is proposing that Tunbridge Wells Grammar School for Boys increase their PAN to 300 for 2021, by establishing a 3FE satellite provision in Sevenoaks district.

Summary of equality impact

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

KCC Background documents are:

Kent's Commissioning Plan for Education Provision 2019-23

www.kent.gov.uk/educationprovision

Increasing Opportunities, Improving Outcomes: Kent County Council's Strategic Statement (2015-2020).

<http://www.kent.gov.uk/about-the-council/strategies-and-policies/corporate-policies/increasing-opportunities-improving-outcomes>

Strategy for Children and Young People with Special Educational Needs and Disabilities (SEND Strategy)

www.kent.gov.uk/sendstrategy

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	None	None		Yes. This project will have a positive impact on the families living in the Sevenoaks district. It will provide additional secondary places for the community, giving local children greater opportunity to attend a local school.
Disability	No	None	None		Yes. The school is fully inclusive. The new accommodation will be compliant with the Equality Act 2010 and be fully accessible. It will meet the needs of children in Sevenoaks and in the local area, including those with SEN and/or disability. This provision is included in Kent's Commissioning Plan which sets out future plans across all types of phases of education, including specialist provision. www.kent.gov.uk/educationprovision
Gender	No	None	None	N/A	The school will be for boys, but this balances the provision in the local area, because there is already a 3FE provision for girls.
Gender identity	No	None	None	N/A	Yes, the school has an open and supportive outlook towards gender identity

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		Positive	Negative		
Race	No	None	None	N/A	Yes. Positive for all secondary aged children within the local community providing more options and choices for their future.
Religion or belief	No	None	None	N/A	Yes, the school uses admission criteria that will not disadvantage any faith, or people of no faith.
Sexual orientation	No	None	None	N/A	Yes, the school has an open and supportive outlook towards the sexual orientation of students
Pregnancy and maternity	No	None	None	N/A	N/A
Marriage and Civil Partnerships	No	None	None	N/A	N/A
Children in Local Authority Care	No	None	None	N/A	The establishment of a satellite of Tunbridge Wells Grammar School for Boys would increase the opportunities for children in care to attend a Grammar school. In addition, there will be additional grammar capacity available for children in Tunbridge Wells and Tonbridge & Malling which will provide opportunities for more children in local authority care.
Free School	No	None	None	N/A	The establishment of a new provision that

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		Positive	Negative		
Meals - eligible children					is accessible to Sevenoaks children will provide more opportunity for FSM-eligible children to attend a Grammar school.

Part 1: INITIAL SCREENING

Proportionality

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

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

LOW

Beneficiaries

- Local children and their families
- The Local Authority

Information about the School

Tunbridge Wells Grammar School for Boys 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 increase the school's admission number from 210 to 300, adding an additional 90 places for September 2021. It will be achieved through building additional accommodation and service space on the Wilderness site.

Data

- Tunbridge Wells Grammar School for Boys provides selective secondary school for students aged 11-16.
- The School is single sex but will share certain facilities with students from the Weald of Kent Grammar School for girls.
- Has an inclusive admission policy, using KCC criteria.
- The school is judged 'Good' by Ofsted.
- <https://www.twgsb.org.uk>

The Community - Sevenoaks

BME	4,864	4.2%
English as an additional language	893	7.2%
Children in "Poverty"		11.8%
Children In Care (including Unaccompanied Asylum Seeking Children)		1.6%
Number of school age children	12,323	
Free school meals	1,129	9.2%
Primary SEN Need	1,669	13.5%
SEN - No statement	1,106	9.0%
SEN - Statement	563	4.6%
Autistic Spectrum Disorder	305	18.3%

Hearing Impairment	7	0.4%
Moderate Learning Difficulties	182	10.9%
Multi Sensory Impairment	6	0.4%
SEN Support	73	4.4%
Other	49	2.9%
Physical Disability	150	9.0%
Profound & Multiple Learning Difficulties	66	4.0%
Social, Emotional & Mental Health	233	14.0%
Speech, Language & Communication Needs	313	18.8%
Severe Learning Difficulties	63	3.8%
Specific Learning Difficulties	199	11.9%
Visual Impairment	12	0.7%

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>

Proposal Consultation

The consultation will run from 28 October 2019 to 6 December 2019, with a drop in session at Tunbridge Wells Grammar School for Boys on 12 November 2019. This will be followed with a formal public meeting for stakeholders to raise issues and concerns on 20 November 2019. The consultation will be with the community and other stakeholders, including the following groups:

- Families of students who attend Tunbridge Wells Grammar School for Boys
- All schools in Sevenoaks District
- All Schools in Tonbridge & Malling and Tunbridge Wells Districts
- Kent County Council Elected Members
- Sevenoaks District Council
- Parish and Town Councils
- Local MPs
- Dioceses of Rochester and Southwark
- Church Groups
- Residents Groups
- Children's Centres, Community and Voluntary Groups, Youth Groups
- Unions
- Education interest groups and organisations

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.
- An increase in the number of opportunities for FSM-eligible and CIC to attend a grammar school.

JUDGEMENT

Option 1 – Screening Sufficient ~~YES/NO~~

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:

