

**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 make the following changes to Whitstable and Seasalter Endowed CE Junior School

- expand the school from 192 places to 240 places increasing the published admission number (PAN) from 48 to 60 for Year 3 entry in September 2021.

Responsible Owner/ Senior Officer: Marisa White

Version: 1

Author: Lorraine Medwin

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 and that they are financially viable for the future. The County Council's Commissioning Plan for Education Provision in Kent 2020-24 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 proposal is for Whitstable and Seasalter Endowed CE Primary school to increase their PAN from 48 to 60 an additional of 12 places per year group. This will ensure the PANs of the two Junior schools match the two infant schools and address the historical inoperable PANs of the Junior schools. Whitstable Junior School has consulted during the in-round admissions round and has reduced their PAN from 75 to 60

We are proposing to permanently increase the size of the school to provide 12 additional places per year group, the school will have two classes of 30 in each year. It is planned that the expansion would be gradual, in order to maintain the character and ethos of the school. An extra 12 places in Year 3 would be added each year starting in September 2021, when the published admission number would increase from 48 to 60. The school capacity would grow each year as indicated in the table below, finally reaching a capacity of 240 in 2024

	Year 3	Year 4	Year 5	Year 6	Total
2021/22	60	48	48	48	204
2022/23	60	60	48	48	216
2023/24	60	60	60	48	228
2024/25	60	60	60	60	240

Aims and Objectives

- Ensure that there are sufficient Primary School places for children in Whitstable.
- Ensure the future financial viability of the school as a 2FE Primary school.

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.

Positive impacts have been identified are:

- Sufficient local primary provision for children in Whitstable.
- Future financial viability of the school.

Adverse Equality Impact Rating **Low**

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service

Signed:

Name: Marisa White

Job Title: Area Education Officer – East Kent

Date:

DMT Member

Signed:

Name: David Adams

Job Title: Interim Director

Date:

Part 1 Screenin23g

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 Positive Impact Evidence
Age				Positive for the local community, Junior PANs will match the Infant PANs.
Disability				Junior PANs will match the Infant PANs. The new accommodation to provide facilities for the additional pupils will be compliant with the Equality Act 2010
Gender				Positive for all primary aged children within the local community including white British boys from lower socio-economic backgrounds (lowest achieving groups in educational outcomes in Kent)
Gender identity/ Transgender				Positive for all primary aged children within the local community
Race				Positive for all primary aged children within the local community
Religion and Belief				The school curriculum covers all religions.
Sexual Orientation				n/a
Pregnancy & Maternity				n/a
Marriage & Civil Partnerships				n/a
Carer's Responsibilities				n/a

Part 2

Equality Analysis /Impact Assessment

Protected groups

Information and Data used to carry out your assessment

The Information and Data used to carry out the assessment is published data on pupil numbers.

- 2020 Spring Roll data
- School performance data
- Data relating to children and young people with specialist educational needs and /or disabilities.

Who have you involved consulted and engaged?

Consultation on the proposal and pre planning consultation will be with the community and other stakeholders including the following groups:-

- Parents/carers
- Primary Schools in Canterbury District
- Nursery Schools in Whitstable
- KCC Members
- MP
- Canterbury City Council.
- General public.

Analysis and information on Pilgrims Way Primary School

Whitstable and Seasalter Endowed CE Junior School is rated as an outstanding provision (January 2017)

Currently Whitstable and Seasalter Endowed CE Junior School has 192 on the school roll (January school census 2020)

The school has the following % of pupils in each category

10.4% Free School Meals

2.1% Education, Health and Care Plans (EHCPs)

13.5% SEN Support.

9.7% EAL

The Community

Whitstable and Seasalter Endowed CE Junior School comes within the Gorrell in Whitstable.

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>

Adverse Impact,

No adverse impact identified.

Positive Impact:

- Sufficient local primary provision for children in Whitstable.
- Future financial viability of the school.

JUDGEMENT

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

Internal Action Required ~~YES/NO~~

There is potential for adverse impact on particular groups and we have found scope to improve the proposal...

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/No

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