EQIA Submission – ID Number
Section A

EQIA Title
Proposed New Primary School at Paddock Wood v2

Responsible Officer
Paul Wilson - CY EDSEN

Approved by (Note: approval of this EqIA must be completed within the EqIA App)
Nicholas Abrahams - CY EDSEN

Type of Activity

Service Change
No
Service Redesign
No
Project/Programme
Project/Programme
Commissioning/Procurement
No
Strategy/Policy
No
Details of other Service Activity
No

Accountability and Responsibility

Directorate
Children Young People and Education
Responsible Service
Education Planning and Access
Responsible Head of Service
Nicholas Abrahams - CY EDSEN
Responsible Director
David Adams - CY EDSEN

Aims and Objectives

KCC, as the LA, has a statutory duty to ensure sufficient school places are available. The County Council's Commissioning Plan for Education Provision in Kent 2026-30 (KCP) 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: Commissioning Plan for Education Provision - Kent County Council

For provision planning purposes KCC's forecasting methodology produces forecasts according to planning groups. These planning groups are nationally recognised by central Government.

Paddock Wood has seen significant housebuilding in recent years, consequently the forecast for the Paddock Wood planning group shows deficits throughout the KCP Plan period. In the short term, the demand for places can be accommodated in the neighbouring planning groups or within one of the small schools within the planning group offering over PAN. However, from 2028-29 the demand is forecast to be 1 Form of Entry (FE) or greater and there are fewer places available in neighbouring planning groups.

To meet this demand for places within the Paddock Wood planning group KCC will seek to establish a new primary school within the town to open in September 2028. The new school will include classroom space

to accommodate 1FE (30 places in each year group) and core facilities sufficient for 2 FE (60 places in each year) to support future expansion when needed. The new school will also include a 26 place nursery and a 14 place Specialist Resource Provision (SRP).

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?

Yes

Have you consulted with stakeholders?

No

Who have you involved, consulted and engaged with?

An informal education Consultation run for 6 weeks from 11 March to 22 April 2026. The following stakeholders will be consulted.

- Schools in Tunbridge Wells, Tonbridge and Malling and Maidstone Districts
- Elected Members (Kent County Council, Tunbridge Wells Borough Council)
- Parish and Town Councils
- Local MP
- Dioceses of Canterbury and Rochester and Archdiocese of Southwark
- Residents Groups
- Local Community Groups

All stakeholders had access to copies of the key documents on the KCC website.

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

No

Do you have evidence that can help you understand the potential impact of your activity?

Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

Service users/clients

Staff

No

Residents/Communities/Citizens

Residents/communities/citizens

Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?

Yes

Details of Positive Impacts

Establishing a new school at Paddock Wood will provide a total of 210 additional primary school places (with the capacity to offer a further 210 places if needed latterly) that will help to ensure that children from Paddock Wood and the surrounding areas will be able to benefit from a local school. This will avoid the need to travel potentially excessive distances to access a school place.

The new building(s) will comply with the BB103 Department of Education building standards and will offer accessible facilities to accommodate students, staff and visitors with disabilities.

Negative impacts and Mitigating Actions
19.Negative Impacts and Mitigating actions for Age
Are there negative impacts for age?
No
Details of negative impacts for Age
Not Applicable
Mitigating Actions for Age
Not Applicable
Responsible Officer for Mitigating Actions – Age
Not Applicable
20. Negative impacts and Mitigating actions for Disability
Are there negative impacts for Disability?
No
Details of Negative Impacts for Disability
Not Applicable
Mitigating actions for Disability
Not Applicable
Responsible Officer for Disability
Not Applicable
21. Negative Impacts and Mitigating actions for Sex
Are there negative impacts for Sex
No
Details of negative impacts for Sex
Not Applicable
Mitigating actions for Sex
Not Applicable
Responsible Officer for Sex
Not Applicable
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
No
Negative impacts for Gender identity/transgender
Not Applicable
Mitigating actions for Gender identity/transgender
Not Applicable
Responsible Officer for mitigating actions for Gender identity/transgender
Not Applicable
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No
Negative impacts for Race
Not Applicable
Mitigating actions for Race
Not Applicable
Responsible Officer for mitigating actions for Race
Not Applicable
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No
Negative impacts for Religion and belief

Not Applicable
Mitigating actions for Religion and belief
Not Applicable
Responsible Officer for mitigating actions for Religion and Belief
Not Applicable
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No
Negative impacts for Sexual Orientation
Not Applicable
Mitigating actions for Sexual Orientation
Not Applicable
Responsible Officer for mitigating actions for Sexual Orientation
Not Applicable
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No
Negative impacts for Pregnancy and Maternity
Not Applicable
Mitigating actions for Pregnancy and Maternity
Not Applicable
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Applicable
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No
Negative impacts for Marriage and Civil Partnerships
Not Applicable
Mitigating actions for Marriage and Civil Partnerships
Not Applicable
Responsible Officer for Marriage and Civil Partnerships
Not Applicable
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No
Negative impacts for Carer's responsibilities
Not Applicable
Mitigating actions for Carer's responsibilities
Not Applicable
Responsible Officer for Carer's responsibilities
Not Applicable