

**Kent County Council  
Equality Analysis/ Impact Assessment (EqIA)**

**Directorate/ Service:**

*Children, Young People and Education*

**Name of decision, policy, procedure, project or service:**

Proposed temporary expansion of Mascalls Academy, by increasing the published admission number (PAN) from 240 places to 300 places in September 2022 and September 2023.

**Responsible Owner/ Senior Officer:**

Nick Abrahams, Area Education Officer, Kent County Council

**Version: 1**

**Author:** Paul Wilson

**Pathway of Equality Analysis: N/A**

**Summary and recommendations of equality analysis/impact assessment.**

- **Context**

Proposed temporary expansion of Mascalls Academy, Maidstone Road, Paddock Wood, Kent, TN12 6LT by increasing the published admission number (PAN) from 240 places to 300 places in September 2022 and September 2023.

Kent County Council (KCC), as the Local Authority (LA), has a statutory duty to ensure sufficient school places are available. 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 KCC's 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 Commissioning Plan forecasts for the Tonbridge and Tunbridge Wells Non-Selective Planning Group indicate that there will be sufficient places at the start and end of the Plan period, but there will be a 50 place deficit in 2022-23 and 36 deficit in 2023-24. These deficits will require up to 60 temporary places to be offered via existing secondary schools.

The school and Leigh Academies Trust are keen to expand the school and welcome the opportunity to temporarily expand for 2 years. Future housing development in the area is likely to necessitate a permanent expansion of the school in the longer-term future.

Following discussion regarding the accommodation needs of the school, KCC agreed with the Leigh Academies Trust that, should this proposal go ahead, it will be a school managed scheme, with KCC providing the Basic Need funding and the Trust undertaking the necessary capital works. The Trust regularly undertakes capital work relating to expansion and maintenance of its schools and has the organisational infrastructure to manage such schemes.

- **Aims and Objectives**

To temporarily expand Mascalls Academy to ensure that there are sufficient non-selective places available for pupils within the Tonbridge and Tunbridge Wells Non-Selective Planning Group.

- **Summary of equality impact**

No adverse impacts have been identified at this stage. The Trust will complete consultation of key stakeholders as part of their Fast-track business case. The consultation results will be monitored by the Trust and this document amended as appropriate.

**Adverse Equality Impact Rating** **Low**

**Attestation**

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

**Senior Officer**

Signed:  
Job Title: Area Education Officer

Name: Nick Abrahams  
Date: 13 January 2021

**DMT Member**

Signed:  
Job Title: Interim Director – Education

Name: David Adams  
Date: 13 January 2021

**Part 1 Screening**

**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/Medium/Low Positive Impact Evidence
<b>Age</b>				The additional non-selective Secondary places will mean that more families and children will benefit from additional school places that are needed to meet local demand.
<b>Disability</b>				The school is fully inclusive. Any new accommodation will be compliant with the Equality Act 2010 and be fully accessible.
<b>Sex</b>				The school will remain co-educational
<b>Gender identity/ Transgender</b>				The School will continue to accept pupils regardless of gender identity.
<b>Race</b>				The school will admit pupils regardless of race or ethnicity.
<b>Religion and Belief</b>				The School will continue to accept pupils regardless of their religious beliefs. The curriculum covers all religions.
<b>Sexual Orientation</b>				N/A
<b>Pregnancy and Maternity</b>				N/A
<b>Marriage and Civil Partnerships</b>				N/A
<b>Carer's Responsibilities</b>				N/A

## **Part 2 - Equality Analysis /Impact Assessment**

### **Protected groups**

No negative impact on protected groups is anticipated.

### **Information and Data used to carry out your assessment**

The information and data used to carry out the assessment is taken from school census records and the County Council's Commissioning Plan for Education Provision in Kent 2020-24.

### **Analysis of Equality Monitoring Factors:**

Spring 2020	School		Tunbridge Wells		Kent	
	Number	%	Number	%	Number	%
Free school meals*	133	10.9%	2102	10.9%	43371	18%
SEN - with EHCP*	13	1.1%	687	3.6%	9213	3.8%
SEN - with SEN support*	96	7.9%	1410	7.3%	23791	9.9%
Ethnic Minority**	123	9.8%	3696	19.3%	52419	22.0%
English additional language*	30	2.5%	2176	11.3%	27866	11.5%

\* from Schools' Census Autumn 2020

\*\* from Schools' Census Spring 2020

- 10.9% of Mascalls Academy pupils are eligible for free school meals, which is the same as the District average, but is lower than the Kent average.
- Mascalls Academy has only 1.1% of pupils with EHCPs which is lower than the District and County averages. However, the Academy has a comparable percentage of pupils receiving SEN support.
- The school has a low percentage of ethnic minority pupils when compared to the District and County averages; 9.8% compared with 19.3% and 22% respectively.
- The majority of the Mascalls Academy pupils speak English as their first language; with only 2.5% of pupils with English as an additional language (EAL); this is significantly lower than the District and Kent averages.

### **Pupils on Roll at Mascalls Academy - Schools' Census Autumn 2020:**

Year 14	Year 13	Year 12	Year 11	Year 10	Year 9	Year 8	Year 7	Total Statutory Roll	Total Roll
2	76	98	192	220	216	230	188	1046	1222

### **Who have you involved consulted and engaged?**

The Trust will complete consultation of key stakeholders as part of their Fast-track business case. The consultation document will be distributed by the school to parents/carers, members of staff and governors. The consultation will also be emailed to all key stakeholders, including but not limited to the following groups:

- The Department for Education
- The Diocese of Rochester, Canterbury and Southwark
- Elected Members (Kent County Council, District and Parish Councils)
- Local MP
- Trade Unions
- Local Children's Centres and pre-school providers
- Schools in Tunbridge Wells area
- Local Libraries in the Tunbridge Wells area

The consultation results will be monitored by the Trust and this document amended as appropriate.

### **Analysis**

There is no evidence that the change will impact negatively on pupils from Protected Groups or lead to them being treated less favourably. The school will remain co-educational and continue to welcome pupils regardless of gender identity, race, ethnicity or religion beliefs.

### **Adverse Impact,**

No adverse impacts have been identified.

### **Positive Impact:**

There will be additional non-selective places that are needed to meet the forecast demand within the planning group.

### **JUDGEMENT**

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

### **Internal Action Required**

None

**YES/NO**

**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

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](mailto:diversityinfo@kent.gov.uk)

If the activity will be subject to a Cabinet decision, the EqlA must be submitted to committee services along with the relevant Cabinet report. Your EqlA should also be published.

The original signed hard copy and electronic copy should be kept with your team for audit purposes.