

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

Directorate/ Service:

Children, Young People and Education

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

Proposed roof replacement scheme at Birchington Church of England Primary School

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**

Kent County Council (KCC), as the Local Authority, is responsible for the maintenance of Community and Voluntary Controlled school buildings in Kent. This responsibility is taken seriously, with continuous maintenance and modernisation programmes in place to ensure that the school estate is fit for purpose. Included within these programmes are routine building checks that identify possible future maintenance issues with accommodation.

Through this maintenance programme the proactive replacement of the roof of Birchington Church of England Primary School is recommended to remove the development of any future risks associated with the presence of reinforced autoclaved aerated concrete (RAAC).

RAAC is a lightweight form of concrete used primarily for roofs from the mid-1950s to the mid-1980s, most often in schools and office buildings. RAAC roofs are known to typically have more limited long-term durability compared to other forms of roofing structures.

The LGA and DfE advise that Local Authorities and responsible school bodies identify any RAAC buildings in their portfolio and ensure that they are subject to regular and rigorous inspection by a structural engineer. The County Council has two schools within its estate with RAAC structures, which included Birchington Church of England Primary School. Structural engineer inspections of the RAAC material used in both schools show that they are currently performing as expected and are in a safe state. The buildings are subject to regular inspection and the correct maintenance practices.

The Standing Committee on Structural Safety recommends that building owners consider the long-term plan for RAAC roofs and for replacement to be considered where there is doubt about their structural adequacy. There are currently no concerns held regarding the structural integrity of the roofs at the two schools. The Corporate Management Team has considered the long-term options available for the RAAC roofs and recommended that they be proactively replaced to eliminate the potential for any risks to develop in the future.

The schemes will be considered by the Children's, Young People and Education Services Cabinet Committee on the 9th March 2021, prior to the decision by the Cabinet Member for Education and Skills to release the required capital expenditure.

The work on both replacement schemes would commence during the 2021 school Summer Holiday, with completion scheduled during the 2021/22 academic year. Both schemes will necessitate the use of temporary school accommodation whilst the works on the roof are completed. However, it is anticipated that the disruption to pupils' education will be minimal.

- **Aims and Objectives**

Replacement of the roof of Birchington Church of England Primary School to remove the development of any future risks associated with the presence of reinforced autoclaved aerated concrete (RAAC).

- **Summary of equality impact**

No adverse impacts have been identified at this stage.

Adverse Equality Impact Rating **Low**

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the proposed changes to Birchington Church of England Primary School. 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: 22 January 2021

DMT Member

Signed:
Job Title: Interim Director – Education

Name: David Adams
Date: 22 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
Age				The School will continue to accept primary aged pupils, with no change to the schools' published admissions number (PAN) or admissions criteria.
Disability				The School will continue to admin pupils inclusively, ensuring the school is accessible. The temporary accommodation will be fully accessible.
Sex				The School will remain co-educational
Gender identity/ Transgender				The School will continue to accept pupils regardless of gender identity.
Race				The School will admit pupils regardless of race or ethnicity.
Religion and Belief				The School curriculum covers all religions.
Sexual Orientation				N/A
Pregnancy and Maternity				N/A
Marriage and Civil Partnerships				N/A
Carer's Responsibilities				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:

	School		Thanet		Kent	
	Number	%	Number	%	Number	%
Free school meals*	77	16.6%	5516	27.3%	43371	18%
SEN - with EHCP*	Fewer than 5		963	4.8%	9213	3.8%
SEN - with SEN support*	63	13.5%	2267	11.2%	23791	9.9%
Ethnic Minority**	57	12.0%	3637	17.9%	52419	22.0%
English additional language*	21	4.5%	2130	10.5%	27866	11.5%

* from Schools' Census Autumn 2020

** from Schools' Census Spring 2020

- 16.6% of Birchington CE Primary School pupils are eligible for free school meals, which is below the District average, but comparable with the Kent average.
- Birchington CE Primary School has very few pupils with EHCPs and is in this respect lower than the District and County averages. However, the School has a marginally higher percentage of pupils receiving SEN support.
- The school has a lower percentage of ethnic minority pupils when compared to the District and County averages; at 12% compared with 17.9.3% and 22% respectively.
- The majority of the Birchington CE Primary School pupils speak English as their first language; with only 4.5% of pupils with English as an additional language (EAL); this is lower than the District and Kent averages.

Pupils on Roll at Birchington CE Primary School - Schools' Census Autumn 2020:

Year 6	Year 5	Year 4	Year 3	Year 2	Year 1	Year R	Total Statutory Roll	Total Roll
57	55	80	64	73	72	64	401	465

Who have you involved consulted and engaged?

There is no need to undertake a formal statutory consultation process as the capacity and published admission number (PAN) of the school will remain the same. The governing body of the school have been kept informed of the plans. Information will be provided to parents/carers before and during the planned works.

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:

Replacement of RAAC roof to eliminate the potential for any longer-term risks to develop in the future.

JUDGEMENT

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

Internal Action Required

YES/NO

None

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

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.