

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

**Directorate/ Service: Children, Young People and Education**

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

**Expansion of Sir Roger Manwood's School**

**Responsible Owner/ Senior Officer:** David Adams, Area Education Officer South Kent

**Version:** 1

**Author:** Lee Round, Area Schools Organisation Officer, South Kent

**Pathway of Equality Analysis:** Children's, Young People and Education Cabinet Committee 17 January 2023

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

- **Context**

Sir Roger Manwood's School is a co-educational selective school in Sandwich. In 2015 the School's Trustees increased the Published Admissions Number from 120 places per year group to 150 and has been self-funding remodelling of the School's buildings to accommodate the additional pupils.

The Authority has entered into developer contributions agreements to secure funding top support this expansion.

The additional 1FE of provision that the school has provided is required to ensure sufficient selective places are required.

Kent County Council has a selective school system. Across Dover District around 35% of the secondary school cohort are deemed as selective through the Kent Test or the Local test arrangements.

The Authority is deciding whether to enter into a funding agreement to pass over the contributions received.

A decision to support this proposal will have the greatest impact on those young people deemed as suitable for selective education within the community. However, over £7,000,000 of developer contributions have been requested to support non-selective secondary school provision across the district (of which over £3,000,000 is within completed agreements) which will support the expansion of those schools when required.

## **Aims and Objectives**

To ensure that there are sufficient, high quality, selective secondary school places in the Sandwich area, ensuring places are available to support communities local to it.

## **Summary of equality impact**

No adverse impacts have been identified on any group with protected characteristics at this stage.

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

### **Attestation**

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the expansion of Sir Roger Manwood's School and entering into a funding agreement to support this.

I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

### **Head of Service**

Signed:

Name: David Adams

Job Title: Area Education Officer

Date: 08/12/2022

### **DMT Member**

Signed:

Name: Christine McInnes

Job Title: Director of Education

Date: 20/06/2022

## **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>				Positive impact as the additional provision will be for pupils aged 11 to 18.
<b>Disability</b>				Positive impact as any expansion will be DDA accessible.
<b>Sex</b>				Positive impact as this is a co-educational selective school.
<b>Gender identity/ Transgender</b>				Positive impact as the provision is available to all pupils regardless of gender identity or if they are transgender.
<b>Race</b>				Positive impact as places are available for all selective pupils regardless of race.
<b>Religion and Belief</b>				Positive impact as places are available for all selective pupils of any or no faith.
<b>Sexual Orientation</b>				Positive impact as the provision is available to all pupils regardless of sexual orientation.
<b>Pregnancy and Maternity</b>				NA
<b>Marriage and Civil Partnerships</b>				NA
<b>Carer's Responsibilities</b>				NA

## 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**

Dover District has seen secondary school rolls rising for several years. In the non-selective sector this increase has been absorbed within existing capacity. When additional non-selective provision is required, over £7,000,000 of developer contributions have been requested to support this (of which over £3,000,000 is within completed agreements).

In the selective sector Dover Girls' Grammar School, Dover Grammar School for Boys and Sir Roger Manwood's School have all increased their Published Admissions Numbers to support places required for pupils deemed as suitable for selective provision. Consequently, the Authority's forecasts (Figure 1) indicate only a small deficit of Year 7 places in forthcoming years. This would not be the case had Sir Roger Manwood's not increased by 1FE from September 2015.

Figure 1: Secondary - Year 7 surplus/deficit capacity if no further action is taken

	2021-22 capacity	2021-22 (A)	2022-23 (F)	2023-24 (F)	2024-25 (F)	2025-26 (F)	2026-27 (F)	2027-28 (F)	2028-29 (F)	2029-30 (F)	2030-31 (F)	2031-32 (F)	2031-32 capacity
Dover Selective	440	2	3	-6	-6	6	-6	-1	-5	4	27	31	440

The information and data used to carry out the assessment is taken from school census records (October 2021) and the published data shown in the County Council's Commissioning Plan for Education Provision in Kent 2022-26 which is a five-year rolling plan that 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:

[https://www.kent.gov.uk/data/assets/pdf\\_file/0005/131486/Commissioning-Plan-for-Education-Provision-in-Kent-2022-to-2026.pdf](https://www.kent.gov.uk/data/assets/pdf_file/0005/131486/Commissioning-Plan-for-Education-Provision-in-Kent-2022-to-2026.pdf)

**Figure 2: October 2021 Census data- Dover selective schools.**

School	Number on Roll October 2021	Number Eligible FSM++	% Eligible FSM++	Number EHC Plan	% EHC Plan	Number with SEN Support	% SEN Support	Total SEN	% Total SEN	Number EAL	% EAL
Sir Roger Manwood's	1008	70	6.9	3	0.3	79	7.8	82	8.1	49	4.9
Dover Girls Grammar School	917	102	11.1	1	0.1	39	4.3	40	4.4	78	8.5
Dover Grammar School for Boys	797	102	12.8	3	0.4	27	3.4	30	3.8	50	6.3

**Figure 3: October 2021 Census data- Dover non-selective schools.**

School	Number on Roll October 2021	Number Eligible FSM++	% Eligible FSM++	Number EHC Plan	% EHC Plan	Number with SEN Support	% SEN Support	Total SEN	% Total SEN	Number EAL	% EAL
Astor College	839	330	39.3	8	1.0	167	19.9	175	20.9	138	16.4
Dover Christ Church Academy*	862	366	42.5	65	7.5	246	28.5	311	36.1	25	2.9
Duke of York's Royal Military School	501	6	1.2	1	0.2	42	8.4	43	8.6	72	14.4
Goodwin Academy	855	253	29.6	27	3.2	107	12.5	134	15.7	17	2.0
Sandwich Technology School	1404	338	24.1	11	0.8	175	12.5	186	13.2	30	2.1
St Edmund's Catholic School	548	186	33.9	10	1.8	76	13.9	86	15.7	76	13.9

\*Dover Christ Church Academy has a specialist resource provision for pupils with profound severe and complex needs called Aspen 2. This is why they have significantly more pupils with an EHCP than the other schools in the district.

1. ++FSM is based on all pupils eligible for FSM at the time of the October census, regardless of age.
  2. EAL refers to pupils whose First Language is other than "English", "Believed to be English", "Refused", "Not Obtained" or "Classification Pending".
- As would be expected, the Autumn 2021 census data shows that the non-selective schools in the district have far higher number of pupils eligible for FSM, who have an EHCP or are listed as having SEN support (with the exception of The Duke of York's Royal Military School). However, given that this is a selective school it would be appropriate to compare Sir Roger Manwood's School to the other two selective schools in the district which shows:
    - fewer pupils are entitled to Free School Meals;
    - more pupils are registered as requiring send support; and
    - fewer pupils are identified as having English as an additional language.

- It is worth noting that pupils entitled to pupil premium and who reside within certain postcodes local to the school, are prioritised within the school's determined admissions criteria.
- The Autumn 2021 census data show that non-selective school in Sandwich and Deal also have proportionally fewer pupils eligible to Free School Meals or have English as an additional language than those schools in Dover Town. This suggests that the lower proportion of pupils eligible to Free School Meals or have English as an additional language at Sir Roger Manwood's School is a reflection of the community served.

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

School leaders and Trustees at Sir Roger Manwoods have been consulted. Members of The Children, Young People and Education Cabinet Committee. Sue Chandler, Member for Sandwich, who is supportive of the proposal.

### **Analysis**

No impact on protected groups is noted at this point. This will be reviewed should the plans to support the expansion of Sir Roger Manwood's move forward.

**Adverse Impact,**  
NA

### **Positive Impact:**

There will be sufficient non-selective provision in Ashford for all including those in protected groups.

### **JUDGEMENT**

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken
- **Adjust and continue** - adjust to remove barriers or better promote equality
- **Continue the policy** - despite potential for adverse impact or missed opportunity. Set out the justifications: there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements.
- **Stop and remove the policy** – policy shows actual or potential unlawful discrimination it must be stopped and removed or changed

**Internal Action Required**

**YES/NO**

**Equality Impact Analysis/Assessment Action Plan- None identified at this point.**

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications

**Have the actions been included in your business/ service plan? (If no please state how the actions will be monitored)**  
Yes/No

Appendix

Please include relevant data sets

Updated 01/02/2023



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 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.

Updated 01/02/2023

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This document is available in other formats, please contact  
Julie.hawkins@kent.gov.uk or telephone on 03000410199