

## EQIA Submission – ID Number

### Section A

**EQIA Title**

Expansion of Leigh Academy Dartford

**Responsible Officer**

David Hart - CY EPA

**Approved by (Note: approval of this EqIA must be completed within the EqIA App)**

Ian Watts - CY EPA

### 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**

Ian Watts - CY EPA

**Responsible Director**

Christine McInnes - CY EPA

### Aims and Objectives

Dartford Borough's population is increasing with more families moving into the area and as a result, Kent County Council needs to add additional secondary school places to manage the increase in demand. One strategy for providing additional school places is to expand existing successful and popular schools.

Leigh Academy, part of the Leigh Academy Trust (LAT) is a co-ed secondary school. Following an inspection that took place in April 2023, Ofsted deems Leigh Academy to be a 'GOOD' school.

Leigh Academy agreed to increase its PAN from 240 to offer 270 places for September 2023, September 2024 and September 2025.

Following further discussions, Leigh Academy agreed to offer 300 places from 2026, subject to a physical expansion. This proposal seeks to facilitate the expansion by building a standalone block and enable various internal and external works. The Trust, senior leadership team and governors of Leigh Academy agreed to consult on this proposal to permanently expand the school and enlarge the secondary provision within the school by the addition of 60 places per school year.

The 2FE expansion is to be facilitated by internal alterations to the existing main school building, along with

construction of a new teaching block at the front of the site to provide the level of accommodation required in accordance with BB103. The existing tennis courts will be relocated to facilitate the construction of the new standalone block.

Alongside the new expansion block, internal alterations to the main school building are planned to increase the number of teaching spaces, and toilet provision to align with BB103. Approval is sought for monies to cover the initial design development cost associated with these elements being directly delivered by Leigh Academy Trust.

In order to accommodate the ongoing 2FE expansion, Leigh Academy have committed to an increased PAN in September 2024 (inline with September 2023), however this increased PAN requires an initial phase of internal alteration works to be undertaken to facilitate an increase in pupil numbers.

If no further action is taken in the longer term, Kent County Council will find it extremely difficult to provide sufficient primary school places in the Dartford and Swanley non-selective planning group.

## 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?**

No

**Have you consulted with stakeholders?**

Yes

**Who have you involved, consulted and engaged with?**

The school is an Academy, so ran its own consultation on the proposal, with assistance from KCC. The consultation ran from 29 February 2024 to 28 March 2024.

KCC supported the school by sending out the literature to all stakeholders, including all primary, special and secondary schools, district and county councillors, MPs, trades unions, and the Department for Education.

The school held a public drop-in session on 12 March 2024, which was attended by KCC Officers.

The consultation results were presented to the Governing Body who agreed to proceed with the proposal.

**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**

Staff/Volunteers

**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

<b>Details of Positive Impacts</b>
Additional school places will benefit all residents including those with protected characteristics.
<b>Negative impacts and Mitigating Actions</b>
<b>19. Negative Impacts and Mitigating actions for Age</b>
<b>Are there negative impacts for age?</b>
No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval
<b>Details of negative impacts for Age</b>
Not Completed
<b>Mitigating Actions for Age</b>
Not Completed
<b>Responsible Officer for Mitigating Actions – Age</b>
Not Completed
<b>20. Negative impacts and Mitigating actions for Disability</b>
<b>Are there negative impacts for Disability?</b>
No. Note: If Question 20a is "No", Questions 20b,c,d will state "Not Applicable" when submission goes for approval
<b>Details of Negative Impacts for Disability</b>
Not Completed
<b>Mitigating actions for Disability</b>
Not Completed
<b>Responsible Officer for Disability</b>
Not Completed
<b>21. Negative Impacts and Mitigating actions for Sex</b>
<b>Are there negative impacts for Sex</b>
No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval
<b>Details of negative impacts for Sex</b>
Not Completed
<b>Mitigating actions for Sex</b>
Not Completed
<b>Responsible Officer for Sex</b>
Not Completed
<b>22. Negative Impacts and Mitigating actions for Gender identity/transgender</b>
<b>Are there negative impacts for Gender identity/transgender</b>
No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Gender identity/transgender</b>
Not Completed
<b>Mitigating actions for Gender identity/transgender</b>
Not Completed
<b>Responsible Officer for mitigating actions for Gender identity/transgender</b>
Not Completed
<b>23. Negative impacts and Mitigating actions for Race</b>
<b>Are there negative impacts for Race</b>
No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Race</b>
Not Completed
<b>Mitigating actions for Race</b>

Not Completed
<b>Responsible Officer for mitigating actions for Race</b>
Not Completed
<b>24. Negative impacts and Mitigating actions for Religion and belief</b>
<b>Are there negative impacts for Religion and belief</b>
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Religion and belief</b>
Not Completed
<b>Mitigating actions for Religion and belief</b>
Not Completed
<b>Responsible Officer for mitigating actions for Religion and Belief</b>
Not Completed
<b>25. Negative impacts and Mitigating actions for Sexual Orientation</b>
<b>Are there negative impacts for Sexual Orientation</b>
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Sexual Orientation</b>
Not Completed
<b>Mitigating actions for Sexual Orientation</b>
Not Completed
<b>Responsible Officer for mitigating actions for Sexual Orientation</b>
Not Completed
<b>26. Negative impacts and Mitigating actions for Pregnancy and Maternity</b>
<b>Are there negative impacts for Pregnancy and Maternity</b>
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Pregnancy and Maternity</b>
Not Completed
<b>Mitigating actions for Pregnancy and Maternity</b>
Not Completed
<b>Responsible Officer for mitigating actions for Pregnancy and Maternity</b>
Not Completed
<b>27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships</b>
<b>Are there negative impacts for Marriage and Civil Partnerships</b>
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Marriage and Civil Partnerships</b>
Not Completed
<b>Mitigating actions for Marriage and Civil Partnerships</b>
Not Completed
<b>Responsible Officer for Marriage and Civil Partnerships</b>
Not Completed
<b>28. Negative impacts and Mitigating actions for Carer's responsibilities</b>
<b>Are there negative impacts for Carer's responsibilities</b>
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Carer's responsibilities</b>
Not Completed
<b>Mitigating actions for Carer's responsibilities</b>

Not Completed
<b>Responsible Officer for Carer's responsibilities</b>
Not Completed