

## EQIA Submission – ID Number

### Section A

**EQIA Title**

Relocation and Expansion of Rosherville Church of England Primary Academy

**Responsible Officer**

David Hart - CY EPA

### Type of Activity

**Service Change**

No

**Service Redesign**

No

**Project/Programme**

No

**Commissioning/Procurement**

No

**Strategy/Policy**

No

**Details of other Service Activity**

Expansion and Relocation of a School

### 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

On 11/03/2022, through Decision number 22/00009, the Cabinet Member for Education and Skills agreed the proposal, subject to final financial information. This proposal has now been costed and agreement is now being sought by the Assistant Director North Kent, Ian Watts, for funding approval.

The Ebbsfleet Development Corporation (EDC) is overseeing three new developments in Northfleet, Gravesham. These developments are known as Cable Wharf, Harbour Village and Grove Road. The total of new housing is anticipated to generate between 1FE and 1.5FE of new primary demand. Analysis of the provision in the Northfleet planning group indicates that there is insufficient capacity to accommodate this demand.

The proposal addresses two issues. That of increasing the primary provision in the area and providing Rosherville Church of England Academy with a new site and modern buildings, within the Cable Wharf development, but less than 200 metres from the existing school site. This issue has been mentioned in previous Kent Commissioning Plans.

Rosherville Church of England Academy is a small 20 PAN primary school, sited on a challenging site on top of a quarry cliff. The site is unsuitable for several reasons. It is restricted by topography on the south and east boundaries, and by the B2175 (London Road) to the north. The site is made up of several smaller parts that have separate freeholders, including the Church Wardens of the Diocese of Rochester.

The school buildings are either very old or in need of replacement, with the main building being of Victorian era. The remaining buildings require constant maintenance to remain fit for purpose. Whilst there is no immediate danger to the school buildings on the existing site, the chalk cliffs are sheer, at about 12m high. The school cannot expand on its existing site.

With a PAN of 20, Rosherville Church of England Academy has to carefully manage smaller class sizes to remain a viable school. Increasing the school's PAN to 1FE and then again to 2FE will make the school much more financially viable and support the future of the school.

As previously reported to CYPE Cabinet Committee, to further support the new developments in the area, the new school will also include a 32 place nursery and additional SEN space for a Specialist Resource Provision (SRP) or similar.

Following an inspection that took place in September 2022. Ofsted deems Rosherville Church of England Academy to be a 'GOOD' school. The school is rated 'OUTSTANDING' by SIAMS (Statutory Inspection of Anglican and Methodist Schools) in their most recent inspection.

It is a popular school with parents. The school is part of the Aletheia Academies Trust.

There is one other alternative option to provide additional provision in the locality, that of expanding Lawn Primary School. This alternative was rejected, because Lawn Primary School, is also situated on a very small site and will encounter challenging Highways constraints along with the logistical challenge of needing to reconfigure existing buildings before introducing additional accommodation on to the already constrained site.

In reviewing the options for introducing additional provision into the area, it was acknowledged that a completely new 2FE school would come with a possibility of creating overprovision in the area, which could have a detrimental effect on Rosherville CE Academy and other local schools. Therefore, by relocating Rosherville CE Academy into the new building, it would result in the provision of 280 additional primary places rather than 420, thus mitigating the risk of overprovision whilst providing the academy with new, fit for purpose premises.

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 Northfleet 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 consultation was conducted by the Aletheia Anglican Academy Trust. The Governing body considered the responses and resolved to agree to the proposal to expand and relocate Rosherville CE Primary Academy

**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

<b>Section C – Impact</b>
<b>Who may be impacted by the activity?</b>
<b>Service Users/clients</b> No
<b>Staff</b> No
<b>Residents/Communities/Citizens</b> Residents/communities/citizens
<b>Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?</b>
Yes
<b>Details of Positive Impacts</b>
This will increase the number of school places for 4 - 11 year old children, of all and no faith. Additional SEND provision will be built into the new school building, allowing for more places for SEND children.
<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