

**KENT COUNTY COUNCIL
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)**

For alternative versions of the EqIA please contact:

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Directorate:

Children, Young People and Education

Name of policy, procedure, project or service

Project

What is being assessed?

The proposed expansion of Sellindge Primary School

Responsible Owner / Senior Officer

DAVID ADAMS, AREA EDUCATION OFFICER, SOUTH KENT

Date of Initial Screening

21 January 2016

Date of Full EqIA :

11 February 2016

Update each revised version below and in the saved document name.

Version	Author	Date	Comment
1	David Adams	26-1-16	Version 1
2	David Adams	11-2-15	Version 2
3	David Adams	25-8-17	Version 3

Screening Grid

Characteristic	Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
Age	No	High	Low		Yes - This project will have a positive impact on families already living in Sellindge and families who will move into the planned new housing development as it will provide additional primary places in the area to save children travelling away from Sellindge to access education. Local primary aged children will have the opportunity to attend a local school, within walking distance of their home.
Disability	No	High	None		Yes - The additional provision will be fully inclusive. The accommodation will be compliant with the Equality Act 2010 and be fully accessible. The school meets the needs of children in the local area, including those with Special Educational Needs SEN and/or disability.
Gender	No	High	unk		The school is for boys and girls aged between 4 and 11 years.
Gender identity	N/A	unk	unk		N/A
Race	No	High	None		Yes - The school accepts all children regardless of race or ethnicity.
Religion or belief	No. The school will be open to children of faith or no faith	Low	None		Yes – The school curriculum covers all religions
Sexual orientation	N/A	unk	unk		unknown
Pregnancy and	N/A	N/A	N/A		N/A

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maternity					
Marriage and Civil Partnerships	N/A	N/A	N/A		N/A
Carer's responsibilities	N/A	N/A	N/A		N/A

Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid what weighting would you ascribe to this function – **LOW**

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

Context

Sellindge Primary School is a popular and successful school, rated Outstanding by Ofsted. The proposal is in line with KCC's expectation of providing local schools for primary aged children wherever possible, having a positive impact on local families.

There is housing growth in Sellindge Village with a total of 250 dwellings planned for the area.

KCC have asked Sellindge Primary School to expand from 0.5 Form of Entry (FE) to 1FE. The proposal is to add 15 Reception Year places each year from September 2017; a total of 105 additional places by 2022.

Aims and Objectives

The project is to provide additional school places in an area identified as needing additional places due to proposed housing development.

Background documents are:

- Kent's Commissioning Plan for Education Provision 2016-2020

Beneficiaries

The greatest beneficiaries will be the local children and their families who will be more likely to gain a place in their local school.

Other beneficiaries will be:

- The Local Authority
- The local community

Information and Data

School summary data gathered in the Autumn Term 2015 is as follows:
(Table includes contextual information – Kent and National)

	Sellindge PS	Kent	National
% Eligible for Free School Meals	5.5	13.3	15.6
% SEN with Statements	0.0	1.3	1.4
% SEN without Statements	5.1	11.7	13.0
% Pupils with EAL	4.3	11.0	19.4

*IMD Score – January 2013	14.1	18.6	
IMD Rank (out of 447) (1 is the most deprived)	291	NA	NA
Ofsted outcome	10.06.09: O/S	NA	NA

* *Index of Multiple Deprivation (based on pupils' home postcodes)*

Involvement and Community Engagement

Consultation will be with the community and other stakeholders, including the following groups:

- Residents local to the site
- The local Children's Centres
- Local pre-school providers
- Schools in Shepway district
- Elected Members (Kent County Council, Shepway District Council)
- Sellindge Parish Council
- Local MP

Update 25-8-2017

The developer and land owners are yet to agree the land price. Therefore, the development has not commenced. As the expansion of Sellindge Primary School is linked to the development and the receipt of land and contributions, the planned expansion will now not able to proceed until September 2020 at the earliest.

The Equality Impact Assessment has been reviewed in light of the request to delay the expansion. There are forecast to be sufficient primary aged places in the planning area for 2018-19 and 2019-20, therefore no amendments have been needed.

Forecast Surplus/Deficit Capacity in Shepway Across All Year Groups if no Further Action is Taken

Planning Group	2016-17 capacity	2016-17 (A)	2017-18 (F)	2018-19 (F)	2019-20 (F)	2020-21 (F)	2021-22 (F)	2021-22 capacity
Folkestone East	2,551	90	59	36	54	58	68	2,611
Folkestone West	1,841	104	91	98	140	193	241	1,935
Hawkinge	915	31	49	52	68	67	64	945
Hythe	1,060	-11	6	29	71	113	145	1,125
Lympne and Sellindge	329	1	0	4	-1	10	14	350
Shepway Rural North	655	42	41	46	44	51	55	657
Dymchurch	210	5	18	17	12	11	9	225
Brenzett and Brookland	245	59	55	49	49	50	50	245
Romney Marsh	1,032	125	109	89	66	61	55	1,062
Shepway	8,838	446	427	420	503	614	701	9,155

Potential Impact

Kent County Council has considered any impact that the proposed expansion may have on other local primary schools. In order to minimise this, the expansion will have a phased opening taking seven years to reach full capacity.

Adverse Impact:

No adverse impacts have been identified at this stage; however the outcome of the public consultation and community consultation will enable the Local Authority to test out these assumptions.

Positive Impact:

Some positive impacts identified are:

- More families able to access school places within walking distance of their homes.

JUDGEMENT

Option 1 – Screening Sufficient YES

Justification:

Option 2 – Internal Action Required NO

Following this initial screening our judgement is that the outcome of public consultation will highlight any issues and if necessary will initiate a further EqIA.

Option 3 – Full Impact Assessment Yes

Action Plan

Monitoring and Review

Equality and Diversity Team Comments

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer

Signed: Name: David Adams

Job Title: Area Education Officer Date: 25-8-17

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Age	NA					
Disability	<p>The new build must be compliant with the latest accessibility criteria.</p> <p>All consultees need to be able to respond to the consultation</p>	<p>Information on parents/carers with a disability to be sought during consultation period.</p> <p>The consultation process, including the provision of information, will take into account the communication needs of parents/guardians with print impairments and other disability-related communication needs.</p>	<p>Individual needs to be taken into account when offering/placing children in the School.</p> <p>All parents/carers including those with a disability will be able to fully access the consultation process.</p> <p>Any potential for adverse impact mitigated.</p>	Sellindge School/Local Authority	26 January ongoing	
	Individual needs	The consultation	Any potential	Sellindge	26 January	

Race	of children and their parents/carers to be considered and responded to	process, including the provision of information will take into account the communication needs of parents/guardians.	for adverse impact mitigated.	School/Local Authority	ongoing	
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