

KENT COUNTY COUNCIL
EQUALITY IMPACT ASSESSMENT

Directorate:

- *Children, Young People and Education*

Name of policy, procedure, project or service

- *Proposed PAN increase for Trinity School*

What is being assessed?

- *School Project*

Responsible Owner/ Senior Officer

- *Ian Watts, Area Education Officer – North Kent*

Date of Initial Screening

05 December 2017

Version	Author	Date	Comment
1	Ian Watts	05 12 17	

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		
Age	No, other than it being as secondary school, offering places to 11 – 18 year old students	High	None	N/A	Yes. Positive for the local community and therefore local children as the proposed expansion will allow families to access more secondary school places at this very popular school.
Disability	No, the new accommodation will be fully compliant with the Equality Act 2010	High	None	N/A	Yes. There will be more places available to meet the needs of children in the local area, including those with SEN and/or disability.
Gender	No, this school is co-ed.	Med	None	N/A	
Gender identity	N/A	N/A	N/A	N/A	N/A
Race	No, In accordance with their admission criteria, the school offers places to any student regardless of race or ethnicity.	High	None	N/A	N/A
Religion or belief	No, the admission criteria welcomes children of any faith or no faith.	High	None	N/A	Yes. The school curriculum will cover all religions.
Sexual orientation	N/A	N/A	N/A	N/A	N/A
Pregnancy and maternity	N/A	N/A	N/A	N/A	N/A
Marriage and Civil Partnerships	N/A	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

Trinity School is a popular school and the proposal to expand the PAN from 120 to 180 is, therefore, in line with the expectation of expanding popular, successful schools and providing local schools for secondary aged children.

The proposal will provide an additional 60 Year 7 places for September 2018, increasing incrementally each year until the school will offer 180 places for every year. This will help with providing places to meet the forecasted increase in demand due to the larger primary cohorts emerging from Sevenoaks primary schools.

Aims and Objectives

- The project is for the provision of secondary school places in an area identified as needing additional places.
- The background document is Kent's Commissioning Plan for Education Provision 2018-22
- The project will provide additional school places. This will be achieved through building additional teaching accommodation and the commissioning of 60 more secondary school places in each year group.

Beneficiaries

- Local children and their families
- The Local Authority

Consultation and data

Information about the School & local area

- The data used in the project is published data on pupil numbers, school performance data and characteristics of the local pupil population.
- Trinity School is a non-selective, co-ed secondary school
- The school is judged 'Good' by Ofsted

	Sevenoaks	Kent
	%	%
English additional language	<i>3.8%</i>	<i>8.8%</i>
Free school meals	<i>9.8%</i>	<i>10.6%</i>
SEN - with SEN support	<i>9.2%</i>	<i>7.7%</i>
SEN - with SEN Statement	<i>1.0%</i>	<i>1.3%</i>

The Community

For more detail on the community visit –

<http://www.kent.gov.uk/about-the-council/information-and-data/Facts-and-figures-about-Kent/area-profiles>

Proposed Consultation

- Local knowledge and discussions with the education community.
- A six week public consultation on the increase of the school's PAN will take place in January 2018. If following the consultation, the Governing Body agrees to continue with the proposal, the expansion will be confirmed by the end of February 2018.
- A public meeting will be held at the school on XX January 2018.

Potential Impact

Adverse Impact:

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

Positive Impact:

Some positive impacts identified are:

- An increase in total number of places available to meet the needs of children with disabilities and/or SEN
- More families able to access good school places
- School places available to children with and without faith based backgrounds.

JUDGEMENT

Option 1 – Screening Sufficient ~~YES/NO~~

Justification:

Option 2 – Internal Action Required **YES/NO**

- *Following this initial screening our judgement is that the statutory Public Consultation that will be undertaken will highlight any unknown issues and if necessary, will initiate a further EIA*

Option 3 – Full Impact Assessment **YES/NO**

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:

Job Title:

Date:



DMT Member

Signed:

Name:

Job Title:

Date:

Equality Impact Assessment Action Plan

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