

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

**Directorate/ Service: Children, Young People and Education, School Planning and Access**

**Name of decision, policy, procedure, project or service:** Commissioning additional secondary school capacity in The Westlands School, Westlands Avenue, Sittingbourne, ME10 1PF

**Responsible Owner/ Senior Officer: Marisa White, Area Education Officer - East Kent**

**Version: 1**

**Author: Jane Wiles**

**Pathway of Equality Analysis:**

Children, Young People and Education Cabinet Committee – 13 November 2018

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

- **Context**

The County Council is the Strategic Commissioner of Education Provision in Kent and has a duty to ensure that sufficient school places are available to meet demand. The Commissioning Plan for Education Provision in Kent sets out Kent's commissioning intentions and is revised annually. The 2018-22 edition was endorsed by Education and Young People's Cabinet Committee in 27 November 2017 and agreed by Cabinet at their meeting in January 2018. The Plan forecasts an increase in the demand for Secondary school places across the Swale District, from September 2019, particularly in Sittingbourne. KCC is expecting that up to an additional eight forms entry will be required to provide sufficient Secondary school places in Sittingbourne during the period 2019 to 2023, if capacity is not added, there will not be enough places available to meet demand and parental preference.

- **Aims and Objectives**

A deficit of 90 places is predicted for Year 7 across Swale district for entry in September 2019. The pressure in Sittingbourne can only be managed through adding temporary places at The Westlands School. Sittingbourne Community College and Fulston Manor School have already expanded and are unable to permanently expand further but Sittingbourne Community College could provide some temporary Year 7 places/bulge classes should more be required.

The shortfall of Year 7 places is expected to increase further from September 2021. KCC is planning to meet this deficit through the permanent expansion of The Westlands School, subject to future consultation and planning and adding temporary places in agreement with the other Secondary schools. It is hoped that the site for a new 6FE Secondary school, agreed with developers on the North Sittingbourne (Quinton Road) site, will become available by 2021.

The table below sets out the school population figures and forecasts for Year 7 and Years 7-11 in the Swale district:

	2016-17 capacity	2016-17 (A)	2017-18 (F)	2018-19 (F)	2019-20 (F)	2020-21 (F)	2021-22 (F)	2022-23 (F)	2023-24 (F)	2023-24 capacity
Year 7	1,715	85	73	25	-90	-85	-218	-101	-242	1,745
Years 7-11	8,472	796	677	503	228	4	-299	-473	-740	8,725

- **Summary of equality impact**

**Adverse Equality Impact Rating Low**

No adverse impacts have been identified at this stage; however, any future consultations will provide the opportunity for the Local Authority to test out these assumptions.

**Attestation**

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the proposed expansion of Ursuline College. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

**Head of Service**

Signed:

Name: Marisa White

Job Title: Area Education Officer, East Kent

Date:

**DMT Member**

Signed:

Name: Keith Abbott

Job Title: Director of Education Planning and Access Date:

**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 <b>brief commentary</b> on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High Positive Impact Evidence
<b>Age</b>				It is expected that this project will have a positive impact on the local community and local children as the proposed temporary additional Year 7 places will allow more families to access a local secondary school of their choosing.
<b>Disability</b>				There will be more places available to meet the needs of children in the local area, including those with SEN and/or disability.
<b>Sex</b>				The additional places will be available for boys and girls.
<b>Gender identity/ Transgender</b>				N/A
<b>Race</b>				The additional places will be available for all secondary aged children regardless of race or ethnicity.
<b>Religion and Belief</b>				The Religious Studies curriculum covers all religions.
<b>Sexual Orientation</b>				N/A
<b>Pregnancy and Maternity</b>				N/A
<b>Marriage and Civil Partnerships</b>				N/A
<b>Carer's Responsibilities</b>				N/A

## **Part 2**

### **Equality Analysis /Impact Assessment**

#### **Protected groups**

#### **Information and Data used to carry out your assessment**

- The data used is taken from the May 2018 School Census.

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

- As this project is a temporary proposal and the accommodation to provide the temporary places will be replacement of existing buildings, a public consultation is not required at this stage.
- Cabinet Committee and the Local Member will be consulted.
- A public consultation will take place if it is considered feasible to permanently expand The Westlands School in the future.

#### **Analysis and information – Ursuline College**

- The Westlands School is an Academy and has a published admission number (PAN) of 285. However, over recent years the school has admitted above this number to provide places to meet demand. The school has a total capacity for Years 7 to 11 of 1,325 and the number on roll Years 7 to 11 in January 2018 was 1,471.
- Agreement has been given by Swale Academies Trust to provide 45 temporary Year 7 places from September 2019.
- The age range for the school is 11 to 18 years.
- 11.1% of the students are eligible for free school meals
- 3.6% of the students have an Education, Health and Care Plan (EHP)
- 13.4% of the students have been assessed as having special educational needs;
- 2.7% of students are learning to speak English as an additional language.

#### **Adverse Impact,**

No adverse impacts have been identified at this stage.

#### **Positive Impact:**

A positive impact has been identified for all Secondary aged children, including those with SEN and/or disability and regardless of Faith, race or ethnicity.

#### **JUDGEMENT**

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

**Internal Action Required**

**YES/NO**

## Equality Impact Analysis/Assessment Action Plan

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

**Have the actions been included in your business/ service plan?**

Yes/No

Appendix

Please include relevant data sets

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.