

KENT COUNTY COUNCIL
EQUALITY IMPACT ASSESSMENT

Directorate:

Children, Young People and Education Directorate

Name of policy, procedure, project or service

Commissioning additional secondary school capacity

What is being assessed?

Project

Responsible Owner/ Senior Officer

Marisa White, Area Education Officer – East Kent

Date of Initial Screening

October 2017



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 | High | None | | Yes. This project will have a positive impact on the families living in Thanet district. It will provide a Secondary School that will be sited in Margate giving local children living in the area the opportunity to attend a local school |
| Disability | No | | | | <p>Yes. The new school will be fully inclusive. The accommodation will be compliant with the Equality Act 2010 and be fully accessible. It will meet the needs of children in Thanet and in the local area, including those with SEN and/or disability.</p> <p>Specialist provision for pupils whose primary barrier to learning is Social and Emotional needs (some with a medical diagnosis of ASD) will be included in the school. This requirement is based on consultation and analysis as part of KCC's SEND strategy www.kent.gov.uk/sendstrategy and is also included in Kent's Commissioning Plan which sets out future plans across all types of phases of education, including specialist provision. www.kent.gov.uk/educationprovision</p> |

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|--------------------|--|--|----------|---|--|
| | | Positive | Negative | | |
| Gender | No | Medium | Low | | The school will be for boys and girls |
| Gender identity | N/A | N/A | N/A | N/A | N/A |
| Race | No | Medium | None | | Yes. Positive for all secondary aged children within the local community providing more options and choices for their future. |
| Religion or belief | Yes. The County Council will not be the decision maker in respect of who will promote the new school. A Faith group could be selected by the Secretary of State. | Medium | Medium | a) Yes – if a Promoter proposes that the new school will have a religious character or religious ethos, they will be expected to show in their application how they will ensure that the new school will be welcoming to pupils of all Faiths and none. Admission arrangements will need to comply with the Admissions Code and will limit the number of places offered on the basis of religious affiliation. b) KCC's initial screening of proposals will indicate if further assessment is required. | |
| Sexual orientation | N/A | N/A | N/A | N/A | Unknown |

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|---------------------------------|---|--|----------|---|--|
| | | Positive | Negative | | |
| 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

Context

Thanet District Council's proposed revisions to the draft Local Plan (preferred options) January 2017 includes a total of 17,140 new homes over the Plan period to 2031 with approximately 857 dwellings per annum. During the period 2011 to 2016 there were 1,555 new homes built in Thanet.

Secondary pupil numbers in the Thanet district are forecast to grow over the coming years as the increased primary aged population transfers to the secondary phase. The Commissioning Plan identified a need for an additional 6FE Secondary school. We are therefore seeking a promoter for this new school.

Aims and Objectives

The project is to provide a new 900 place secondary school for pupils age 11 to 16. The school will include a 15 place Specialist Resourced Provision, to be operated by the appointed Sponsor, for pupils whose primary barrier to learning is Social and Emotional needs, including some pupils who will have a medical diagnosis of Autism.

- Background documents are:

Kent's Commissioning Plan for Education Provision 2017-21

www.kent.gov.uk/educationprovision

Increasing Opportunities, Improving Outcomes: Kent County Council's Strategic Statement (2015-2020).

<http://www.kent.gov.uk/about-the-council/strategies-and-policies/corporate-policies/increasing-opportunities-improving-outcomes>

Strategy for Children and Young People with Special Educational Needs and Disabilities (SEND Strategy)

www.kent.gov.uk/sendstrategy

Beneficiaries

- Local children and their families
- The Local Authority
- The local community

Information and data

School summary data Autumn Term 2016 for the Secondary schools in Thanet District

| | Kent | National | King Ethelbert School | Hartsdown Academy | Ursuline College | Charles Dickens School | St George's CE Foundation School | Dane Court Grammar School | Chatham & Clarendon Grammar School | Royal Harbour Academy |
|--|------|----------|-----------------------|-------------------|------------------|------------------------|----------------------------------|---------------------------|------------------------------------|-----------------------|
| Published Admission Number | N/A | N/A | 150 | 180 | 120 | 232 | 217 | 165 | 180 | 200 |
| Age Range | N/A | N/A | 11-16 | 11-18 | 11-18 | 11-18 | 11-19 | 11-18 | 11-18 | 11-19 |
| % Eligible for Free School Meals | 9.5 | 13.2 | 12.6 | 30.7 | 10.2 | 15.4 | 14.1 | 6.2 | 6.3 | 29.6 |
| % SEN with Education, Health and Care Plans | 1.7 | 1.4 | 1.5 | 3.1 | 1.7 | 1.0 | 2.7 | 0.1 | 0.4 | 1.5 |
| % SEN with SEN support | 11.0 | 8.7 | 14.2 | 10.3 | 8.2 | 9.7 | 6.6 | 0.9 | 0.5 | 14.8 |
| % Pupils with EAL | 15.7 | 8.4 | 3.4 | 28.9 | 9.0 | 9.8 | 6.3 | 7.1 | 8.0 | 9.7 |
| Number of CIC (Kent and OLA) as at May 2016 | N/A | N/A | 13 | 26 | 19 | 13 | 25 | 5 | 4 | 21 |
| IMD Score – January 2016 (based on pupils' home postcodes) | N/A | N/A | 25.9 | 52.9 | 30.8 | 32.3 | 34.1 | 24.1 | 25.7 | 40.3 |
| IMD Rank (Out of 100 where a rank of 1 is most deprived) | N/A | N/A | 16 | 1 | 7 | 5 | 4 | 23 | 17 | 3 |
| Ofsted Outcome | N/A | N/A | 2 | 2 | 2 | 4 | 2 | 1 | 2 | 2 |

The Community

For more detail on the communities within which the school sits, please visit –

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

Proposed Consultation and Community Engagement

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

- All schools in the Thanet district
- Elected Members (Kent County Council, Thanet District Council)
- Parish and Town Councils
- Local MPs
- Dioceses of Canterbury and Southwark
- Church Groups
- Residents Groups
- Children's Centres, Community and Voluntary Groups, Youth Groups

Potential Impact

We have carefully considered any impact that the new school may have on other Secondary Schools in Thanet district. The new school will have a phased opening during the first 3 year period and because of the predicted pressure on Secondary school places, it is not expected to have an adverse impact on other schools. The structure will be continually reviewed as we move towards opening and post-opening to ensure there are sufficient places available. It is proposed that the new school will open as follows in September 2020. However there may be a possibility to open in alternative accommodation in September 2019 as a temporary arrangement subject to discussion, and this option is also included in the table below:

| Academic Year | Year 7 | Year 8 | Year 9 | Year 10 | Year 11 | Number of Classes Funded | Pupil Numbers Funded |
|--------------------------------------|--------|-----------|-----------|-----------|---------|--------------------------------|----------------------------|
| 2019/20 (in temporary accommodation) | 120 | 0 | 0 | 0 | 0 | 4 | 120 |
| 2020/21 (in new school buildings) | 150 | 120 or 90 | 90 | 0 | 0 | 11 | 360 or 330 |
| 2021/22 | 150 | 150 | 120 or 90 | 90 | 0 | 16 | 510 or 480 |
| 2022/23 | 180 | 150 | 150 | 120 or 90 | 90 | 22 | 690 or 660 |

Adverse Impact:

No adverse impacts have been identified at this stage; however the outcome of community consultation, KCC's assessment of the proposals received for the new school and the outcome of the DfE's decision on which sponsor will run the school, will enable the Local authority to test out these assumptions.

Positive Impact:

Some positive impacts identified are:

- More secondary school places available, providing families with more options and choices
- Increase in the number of places available to meet the needs of pupils with disabilities and/or SEN and specifically those with behaviour and learning needs.

JUDGEMENT

Option 1 – Screening Sufficient **Yes**

Option 2 – Internal Action Required **No**

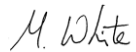
- *Following this initial screening our judgement is that the Public Consultation that will be undertaken and the assessment of the proposals received for the new school and outcome of the DfE's decision will highlight any unknown issues and if necessary, will initiate a further EIA*

Option 3 – Full Impact Assessment **No**

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: 
Job Title: Area Education Officer

Name: Marisa White
Date: 27 October 2017

DMT Member

Signed: 
Job Title: Director – Education Planning
and Access

Name: Keith Abbott
Date: 27 October 2017

Equality Impact Assessment Action Plan

| Protected Characteristic | Issues identified | Action to be taken | Expected outcomes | Owner | Timescale | Cost implications |
|--------------------------|---|--|---|---|--|-------------------|
| Age | The new school may not initially provide sufficient places to meet demand | LA to monitor pupil numbers and applications | Additional classes in the new school will be opened earlier than initially planned | LA/School promoter | TBC | TBC |
| Disability | School promoter will need to demonstrate experience with all SEN pupils including those with behaviour and learning needs | LA to evaluate this through the application process | Promoter with suitable experience appointed by the Secretary of State | LA | Decision on Sponsor by end of March 2018 | TBC |
| Religion | The promotor could propose a school with a religious character | LA will ensure that the admissions arrangements comply with the admissions code. Promotor expected to show how the school will welcome all faiths and none. | School will comply with the Admissions Code. The application will demonstrate how the curriculum and ethos of the school will support and celebrate different faiths. | LA in competition process. Promoter when in place | During competition process | N/A |