Please read the EqIA GUIDANCE and the EqIA flow chart available on KNet.

**Directorate:**
*Education, Learning & Skills*

**Name of policy, procedure, project or service**
*Proposed expansion of St James Infant School, Tunbridge Wells.*

**What is being assessed?**
*Project*

**Responsible Owner/ Senior Officer**
*Simon Webb, Area Education Officer, West Kent*

**Date of Initial Screening**
*17 August 2012*
**School Information**

- St James CE Infant School provides primary education for pupils aged 4 - 7 in the Tunbridge Wells South division.
- It is a Voluntary Aided C of E primary school of the Diocese of Rochester.
- Linked for admission purposes with St James CE Junior School.
- The current Published Admission Number is 70, giving a total capacity of 210 places.
- The school is sited on Sandrock Road, Tunbridge Wells, Kent, TN2 3PR.
- Examining the impact of the enlargement on equality is separate from the ongoing commitment that the school must display towards ensuring that no pupil is disadvantaged. The enlargement itself has a low impact on equality as it is the school that must ensure through its policies, that equality issues are addressed.
- Schools will need to consider the allocation of blue badge parking spaces to cater for the needs of parents and other visitors to the enlarged school.
- Schools are able to meet the dietary requirements of children of different faiths and cultures.
- The public consultation on the proposal will be inclusive. Children, parents of existing students, prospective parents, staff, governors and the local community will be encouraged to comment.
- The local authority does not conduct formal monitoring of the diversity make-up of pupils at schools.
- St. James’ C of E Infant School is an average sized infant school with the majority of pupils living in the immediate locality.
- According to the most recent Ofsted report, the proportion of pupils who are eligible for free school meals, is well below the national average.
- According to the most recent Ofsted report, eighty per cent of the pupils are from white British homes. There are a few pupils from other backgrounds, including white Irish and European, mixed white and Caribbean, Asian and Chinese families.
- According to the most recent Ofsted report, the proportion of pupils with special educational needs, including those with statements to support their needs, is lower than the national average.
- According to the most recent Ofsted report, standards on entry to the school are generally above expected levels.
- The school is involved in a number of national and local development initiatives, including Active Mark, Healthy Schools, Network Learning Community and We’re Writers.
- In 2010, the local authority requested that the Infant School offered 90 Year R places. This was repeated for 2011, but not for 2012. The reason that the school was unable to accept another class of 90 was due to site capacity. The St James' site is very constrained and the amount of playing field and hard play area is restricted. For the 2010 intake, a mobile teaching block was installed that provided two classrooms. To install further teaching capacity would impinge on the hard and soft play area, for either or both schools.
- Enlarging the school has the potential to create challenges for neighbouring primary schools in the area as parents may decide to move older children from those schools. These are likely to be siblings of Year R pupils or children of parents who are not happy with their current provision. Local headteachers are
aware of the situation and it is likely that the numbers of children transferring from individual schools will be small.
## Screening Grid

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Could this project affect this group less favourably than others in Kent? YES/NO If yes how?</th>
<th>Assessment of potential impact</th>
<th>Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?</th>
<th>Could this project promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>No</td>
<td>High</td>
<td>None</td>
<td>Yes. Positive for local community and therefore local children as the project will provide greater choice and diversity for parents. The school will be a focal point for the local community – and will help build the community.</td>
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<tr>
<td>Disability</td>
<td>No – any new build will be fully compliant with the 2010 Equality Act and fully inclusive.</td>
<td>High</td>
<td>None</td>
<td>Yes, children from the local community with SEN and/or disabilities can attend school with their local friends.</td>
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<td>Gender</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Gender identity</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>Race</td>
<td>No</td>
<td>High</td>
<td>Low</td>
<td>N/A</td>
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<td>Religion or belief</td>
<td>No. Although a C of E faith school, the admission criteria welcomes children of other faith or no faith.</td>
<td>High</td>
<td>None</td>
<td>N/A</td>
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<td>Sexual orientation</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<td>Pregnancy and maternity</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<td>Marriage and Civil Partnerships</td>
<td>N/A</td>
<td>N/A</td>
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Part 1: INITIAL SCREENING

Context
• The project is for the provision of primary school places in an area identified as needing additional places.
• Background documents are:
  o Kent’s Commissioning Framework for Education Provision 2012-17
  o Bold Steps

Aims and Objectives
The project will provide additional school places. This will be achieved through physical expansion of the school.

Beneficiaries
Local children and their families.

Consultation and data
The statutory Public Consultation that will be undertaken will highlight any unknown issues and if necessary, will initiate a further EIA

Local knowledge and discussions with the education community.

Potential Impact

Adverse Impact:
There is no detected adverse impact on any individual or group.

Positive Impact:
Yes

JUDGEMENT

Option 1 – Screening Sufficient YES
Following this initial screening our judgement is that no further action is required.

Justification: This project does not impact adversely on any of the protected characteristics.

Option 2 – Internal Action Required NO
There is potential for adverse impact on particular groups and we have found scope to improve the proposal.

Option 3 – Full Impact Assessment NO
Equality and Diversity Team Comments
The Equality and Diversity Team to make any comments following their review.

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

<table>
<thead>
<tr>
<th>Protected Characteristic</th>
<th>Issues identified</th>
<th>Action to be taken</th>
<th>Expected outcomes</th>
<th>Owner</th>
<th>Timescale</th>
<th>Cost implications</th>
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28/09/2012