KENT COUNTY COUNCIL

EQUALITY IMPACT ASSESSMENT

Directorate:

- Education and Young People’s Services

Name of policy, procedure, project or service

- Proposed change of age range for St George’s CE Foundation (Secondary) School

What is being assessed?

- School Project

Responsible Owner/ Senior Officer

- Marisa White, Area Education Officer – East Kent

Date of Initial Screening

1 September 2014

<table>
<thead>
<tr>
<th>Version</th>
<th>Author</th>
<th>Date</th>
<th>Comment</th>
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<tbody>
<tr>
<td>1</td>
<td>Marisa White</td>
<td>01.09.14</td>
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<tr>
<td>Characteristic</td>
<td>Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?</td>
<td>Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN</td>
<td>Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?</td>
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<tr>
<td>Age</td>
<td>No</td>
<td>High None</td>
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<tr>
<td>Disability</td>
<td>No – The new purpose built primary provision will be compliant with the Equality Act 2010</td>
<td>High None</td>
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<td>Gender</td>
<td>N/A</td>
<td>N/A N/A N/A</td>
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<td>Gender identity</td>
<td>N/A</td>
<td>N/A N/A N/A</td>
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<tr>
<td>Race</td>
<td>No</td>
<td>High None</td>
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<tr>
<td>Religion or belief</td>
<td>No. Although a Church of England faith school, the admission criteria welcomes children of other faith or no faith.</td>
<td>High None</td>
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<td>Sexual orientation</td>
<td>N/A</td>
<td>N/A N/A N/A</td>
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<td>Pregnancy and maternity</td>
<td>N/A</td>
<td>N/A N/A N/A</td>
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<td>Marriage and Civil Partnerships</td>
<td>N/A</td>
<td>N/A N/A N/A</td>
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Part 1: INITIAL SCREENING

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

<table>
<thead>
<tr>
<th>Low</th>
<th>Medium</th>
<th>High</th>
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<tr>
<td>Low relevance or insufficient information / evidence to make a judgement.</td>
<td>Medium relevance or insufficient information / evidence to make a judgement.</td>
<td>High relevance to equality, / likely to have adverse impact on protected groups</td>
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Context

St George’s CE Foundation School is a popular school and the proposal to increase the age range of the school, to include primary aged pupils is, therefore, in line with the expectation of expanding popular, successful schools and providing local schools for primary aged children wherever possible, having a positive impact on local families. The proposal will provide an additional 120 primary school places in September 2016, and 60 Year R places in subsequent years. This help with providing places to meet the predicted increasing demand due to the rise in the birth rate and families moving into the locality.

Aims and Objectives

- The project is for the provision of primary school places in an area identified as needing additional places.
- Background documents are:
  - Kent’s Commissioning Plan for Education Provision 2013-18
  - Bold Steps for Kent
- The project will provide additional school places. This will be achieved through building a primary school provision on St George’s CE Foundation School site and the commissioning of 120 primary aged places from the school by the Local Authority.

Beneficiaries

- Local children and their families
- The Local Authority

Consultation and data

Information about the School

- The data used in the project is published data on pupil numbers, school performance data and characteristics of the local pupil population.
- St George’s is a Church of England Foundation Secondary School. The proposal is to change the age range of the school to include primary aged pupils.
- Information about the secondary school:
  - 19.6% of the children are eligible for free school meals
  - 2.9% of the children have been assessed as having special educational needs; of whom 1.0% have a statement of special educational needs.
  - 5.2% of children are learning to speak English as an additional language.
  - The school is judged ‘Good’ by Ofsted with ‘Outstanding’ leadership.

The Community

Proposed Consultation

- Local knowledge and discussions with the education community.
- A four week public consultation on the change of age range of the school to include primary aged children will take place between 8 September and 9 October 2014. If following consultation the Cabinet Member agrees to continue with the proposal a Public Notice will be issued in November 2014 for a four week period. The change of age range of the school would be confirmed by the end of January 2015.

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

<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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