KENT COUNTY COUNCIL
EQUALITY IMPACT ASSESSMENT

Directorate:

Education and Young People’s Services Directorate

Name of policy, procedure, project or service

Proposed expansion of Westcourt Primary School

What is being assessed?

Project

Responsible Owner/ Senior Officer

Ian Watts, Area Education Officer – North Kent

Date of Initial Screening

11/01/16
### Screening Grid

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?</th>
<th>Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN</th>
<th>Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?</th>
<th>Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities</th>
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<tr>
<td><strong>Age</strong></td>
<td>No</td>
<td>High/None</td>
<td>Positive: Yes. Positive for the local community and therefore local children as the proposed expansion will allow more families to access their local school. Negative: None.</td>
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<td><strong>Disability</strong></td>
<td>No – The new accommodation to provide facilities for the additional pupils will be compliant with the Equality Act 2010</td>
<td>High/None</td>
<td>Positive: Yes. The school is inclusive and welcomes all children in the local area, including those with SEN and/or disability. Negative: None.</td>
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<td><strong>Gender</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>Positive: N/A Negative: N/A</td>
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<td><strong>Gender identity</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>Positive: N/A Negative: N/A</td>
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<td><strong>Race</strong></td>
<td>No</td>
<td>High/None</td>
<td>Positive: Yes. Positive for all primary aged children within the local community including white British boys from lower socio economic backgrounds (lowest achieving groups in educational outcomes in Kent) Negative: None.</td>
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<td><strong>Religion or belief</strong></td>
<td>No. The school is open to children of faith or no faith</td>
<td>High/None</td>
<td>Positive: Yes. The school curriculum covers all religions. Negative: N/A</td>
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<td><strong>Sexual orientation</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>Positive: N/A Negative: N/A</td>
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<td><strong>Pregnancy and maternity</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>Positive: N/A Negative: N/A</td>
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<td><strong>Marriage and Civil Partnerships</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>Positive: N/A Negative: N/A</td>
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Part 1: INITIAL SCREENING

Context

Westcourt Primary School is a popular and successful school and the proposal to expand the school 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 30 places in Reception from September 2016, providing places to meet the predicted increasing demand due to the rise in the birth rate and families moving into the area.

Aims and Objectives

- The project is for the provision of primary school places in an area identified as needing additional places and to provide specialist places for children with speech language and communication needs.

- Background documents are:
  - Kent’s Commissioning Plan for Education Provision 2016-20
  - Kent’s strategy for children and young people with special education needs and disabilities.
  - Bold Steps for Kent

- The project will provide additional school places. This will be achieved through physical expansion of the school and the commissioning of a further 30 places from the school by the Local Authority.

Beneficiaries

- Local children and their families
- The Local Authority

Consultation and data

The School

- The data used in the project is published data on pupil numbers, school performance data and characteristics of the local pupil population.
- Westcourt School is currently a one form entry Community primary school and the proposal is to expand the school to two forms of entry.
- The age range for the school is 4 to 11 years.
- Data used was taken from the Summer Term 2015 schools census.
- 28.0% of the children are eligible for free school meals
- 9.1% of the children have been assessed as having special educational needs; of whom 0.4% have an education, health and care plan
- 30% of children are learning to speak English as an additional language.

The Community

**Proposed Consultation**
- Local knowledge and discussions with the education community.
- A four week public consultation on the proposed expansion of the school from 210 places to 420 places will take place in January and February 2016. If following consultation the Cabinet Member agrees to continue with the proposal a Public Notice will be issued for a four week period. Expansion of the school would be confirmed by the end of May 2016.

**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:
- 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

**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: Ian Watts
Job Title: Area Education Officer Date: 11/01/16

**DMT Member**
## 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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