KENT COUNTY COUNCIL
EQUALITY IMPACT ASSESSMENT

Directorate:
• Children, Young People and Education

Name of policy, procedure, project or service
• Proposed PAN increase for Northfleet School for Girls

What is being assessed?
• School Project

Responsible Owner/ Senior Officer
• Ian Watts, Area Education Officer – North Kent

Date of Initial Screening
20 March 2018

<table>
<thead>
<tr>
<th>Version</th>
<th>Author</th>
<th>Date</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ian Watts</td>
<td>20 03 18</td>
<td></td>
</tr>
</tbody>
</table>
## 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?</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 policy, procedure, project or service 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, other than it being as secondary school, offering places to 11 – 18 years old students</td>
<td>High</td>
<td>N/A</td>
<td>Yes. Positive for the local community and therefore local children as the proposed expansion will allow families to access more secondary school places at this very popular school.</td>
</tr>
<tr>
<td>Disability</td>
<td>No, the new accommodation will be fully compliant with the Equality Act 2010</td>
<td>High</td>
<td>N/A</td>
<td>Yes. There will be more places available to meet the needs of children in the local area, including those with SEN and/or disability.</td>
</tr>
<tr>
<td>Gender</td>
<td>No, KCC maintain a policy of equalising boys and girls provision, where practicable, across Gravesend Borough.</td>
<td>Med</td>
<td>N/A</td>
<td>Expansion of this school maintains the number of girls and boys assists places in Gravesham borough</td>
</tr>
<tr>
<td>Gender identity</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Race</td>
<td>No, in accordance with their admission criteria, the school offers places to any student who is eligible regardless of race or ethnicity.</td>
<td>High</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Religion or belief</td>
<td>No, the admission criteria welcomes children of any faith or no faith.</td>
<td>High</td>
<td>N/A</td>
<td>Yes. The school curriculum will cover all religions.</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Pregnancy and maternity</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Marriage and Civil Partnerships</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
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>
</tr>
</thead>
<tbody>
<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>
</tr>
</tbody>
</table>

Context

Northfleet School for Girls is a popular school and the proposal to expand the PAN from 175 to 210 is, therefore, in line with the expectation of expanding popular, successful schools and providing local schools for secondary aged children.

The proposal will provide an additional 35 Year 7 places for September 2018, increasing incrementally each year until the school will offer 210 places for every year. This will help with providing places to meet the forecasted increase in demand due to the larger primary cohorts emerging from Graveshame primary schools.

Aims and Objectives

- The project is for the provision of secondary school places in an area identified as needing additional places.
- The background document is Kent’s Commissioning Plan for Education Provision 2018-22
- The project will provide additional school places. This will be achieved through building additional teaching accommodation and the commissioning of 35 more secondary school places.

Beneficiaries

- Local children and their families
- The Local Authority

Consultation and data

Information about the School & local area

- Northfleet School for Girls is a non-selective secondary girls school
- The school is judged ‘Good by Ofsted


Proposed Consultation

- Local knowledge and discussions with the education community.
- An eight-week public consultation on the expansion will take place during March through to 28th May 2018. If following the consultation, the Governing Body agrees to continue with the proposal, the expansion will be confirmed by the end of May 2018.
- A public meeting will be held at the school on 14th April 2018.
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

Justification:

Option 2 – Internal Action Required

▪ 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

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: