

**KENT COUNTY COUNCIL
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)**

**Directorate:
EDUCATION & YOUNG PEOPLE'S SERVICES**

**Name of policy, procedure, project or service
NEW SCHOOL PROJECT**

**What is being assessed?
The establishment of a new 2FE Academy to serve the Langley Park development in Maidstone, Kent**

**Responsible Owner/ Senior Officer
JARED NEHRA, AREA EDUCATION OFFICER, WEST KENT**

**Date of Initial Screening
3 November 2014**

Date of Full EqIA:

Update each revised version below and in the saved document name.

Version	Author	Date	Comment
1	Jared Nehra	03/11/14	

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	Internal action must be included in Action Plan	If yes you must provide detail
Age	No	High	Low	(a) Yes. Analysis of pupil projection data and capacity across other Primary School year groups in the area indicates that the planned phased opening will provide sufficient capacity without destabilising neighbouring schools. However, pupil numbers and age ranges will be kept under close scrutiny to inform whether or not additional year groups may need to be brought on stream at an earlier stage. (b) No.	Yes - this project will have a positive impact on the families living in the community at Langley Park. It will provide a primary school that will be sited at the heart of the community. All primary aged children will have the opportunity to attend a local school, within walking distance of their home.
Disability	NO	High	None	(a) Yes – promoters will run a Specialist Resource Base Provision (SRBP) for pupils with Autistic Spectrum Disorder (ASD). They will need to demonstrate in their applications how they will meet the needs of these pupils. (b) No.	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 the local area, including those with SEN and/or disability. A Specialist Resource Base Provision (SRBP) for children who have greater difficulty in learning as a result of as a result of Autistic Spectrum Disorder (ASD) will be included in the school. This requirement is based on extensive consultation, analysis and equality impact assessment undertaken as part of KCC's SEND strategy. https://shareweb.kent.gov.uk/Documents/KELSI/supporting-pupil-learning/SEN/SEN/FINAL%20Strategy%20for%20Children%20and%20Young%20People%20with%20Special%20Educational%20Needs%20and%20Disabilities.pdf

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		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	Internal action must be included in Action Plan	If yes you must provide detail
Gender	NO	Medium	None		The school will be for boys and girls.
Gender identity	N/A	Unknown	Unknown		N/A
Race	NO	Low	None	(a) Yes - Promoters to run the new school will be expected to demonstrate in their applications how they will meet the needs of all children in the locality, including those with English as a second language. (b) No.	Yes - the school will accept all children regardless of race or ethnicity.
Religion or belief	Yes. The County Council is not the decision maker in respect of who will provide the new school. A faith group could be selected by the Secretary of State to promote the new school. This may advantage one faith.	Low	Medium	(a) Yes - if a Promoter proposes an academy with 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. Admissions 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.	Yes – the new school will be expected to accept all children of all faiths and none.
Sexual orientation	Unknown	Unknown	Unknown		N/A
Pregnancy and maternity	N/A	N/A	N/A		N/A
Marriage & Civil Partnerships	N/A	N/A	N/A		N/A
Carer's responsibilities	N/A	N/A	N/A		N/A

Part 1: INITIAL SCREENING

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

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

Context

In the past year a number of new residential development sites have achieved planning consent in the South East of Maidstone, making it one of the fastest growing areas for new family housing developments in the county. There are a number of further large applications within the planning system and Maidstone Borough Council’s draft local plan has allocations for over 1000 further units. Discussions with Maidstone Borough Council have resulted in a school site being identified and allocated with the proposed development known as Langley Park.

The housing developments are estimated to produce approximately 400 additional pupils resulting in a demand for school places which cannot be met locally. This demand is reflected in Kent Commissioning Plan for Education Provision 2015-2019 which has identified the need for additional primary provision of up to 2FE within the Maidstone district for September 2016.

The new school will be expected to be fully inclusive and to educate children with SEN for whom mainstream education is considered appropriate. The school will host a Specialist Resource Base Provision (SRBP) for pupils who have greater difficulty learning as a result of Autistic Spectrum Disorder (ASD). The objective of the SRBP is to enable pupils to make progress in their learning, communication and social skills in an inclusive environment and to reduce their anxieties. The SRBP will be inclusive provision for up to 15 pupils which will be introduced incrementally.

The new school will be procured by KCC and built to the agreed Education Funding Agency (EFA) specification for a 2FE primary school plus the SRBP which comprises an additional dedicated teaching space which will be the hub for the resource, and 2-3 smaller areas which can be used flexibly to provide support e.g. individual sensory / therapy; a calm space for small groups and time out when necessary. The school will include a facility for community use and pre-school/nursery provision.

Aims and Objectives

The project is to provide a new primary school, delivering 420 school places in an area identified as needing additional places.

Background documents are:

- Strategy for Children and Young People with Special Educational Needs and Disabilities (SEND Strategy)
- Kent’s Commissioning Plan for Education Provision 2015-2019
- Bold Steps for Kent

Beneficiaries

- Local children and their families
- The Local Authority

Schools within two miles:

There are eleven primary schools within a two mile radius of the proposed school site on the Langley Park development. These schools provided 582 Reception Year places for September 2014 and collectively have 2630 children on roll.

Information on these schools is set out in the school summary data tables below. However, please note that Loose Primary School (Loose Ward) and Madginford Primary School (Bearsted Ward) previously operated as two separate Community Infant and Junior Schools. From September 2014 these four schools were formally amalgamated to become two three form entry all through community primary schools. These schools are excluded from the data table below as limited information is currently available e.g. an Ofsted inspection is awaited.

School summary data gathered in the Autumn Term 2014 is as follows:

	Boughton Monchelsea	Greenfields Academy	**Holy Family Academy	Molehill Copse Academy	Oaks Academy
Ward	Boughton Monchelsea & Chart Sutton	Shepway North	Park Wood	Shepway South	Shepway North
Status	Community	Academy	Academy	Academy	Academy
PAN	30	45	30	45	27
% Eligible for Free School Meals	2.9	44.6	-	43.4	37.6
% SEN with Statements	-	2.0	-	6.1	1.2
% SEN without Statements	8.0	22.2	-	30.1	18.8
% Pupils with EAL	-	6.8	-	5.1	11.8
*IMD Score – January 2013	11.1	28.2	-	31.2	31.7
IMD Rank (out of 451) - <i>Where a rank of 1 is the most deprived</i>	370	58	-	44	41
Ofsted Outcome	(2) Good – 05/02/14	(2) Good – 22/05/14		(4) Inadequate – 03/12/13	(2) Good - 04/03/14

* IMD = Index of Multiple Deprivation (based on pupils' home postcodes)

** No data available as recently converted to Academy

	Senacre Wood PS	Sutton Valence PS	Tiger PS	Tree Tops Academy	Kent	National
Ward	Shepway South	Sutton Valence & Langley	South	Park Wood	-	-
Status	Community	Community	Free School	Academy	-	-
PAN	30	30	60	45	-	-
% Eligible for Free School Meals	20.4	6.6	5.9	41.2	14.5	18.0
% SEN with Statements	0.5	1.5	0	18	1.2	1.4
% SEN without Statements	22.7	16.1	0.7	22.4	16.8	15.2
% Pupils with EAL	6.4	6.0	10.7	10.8	10.5	18.7
*IMD Score – January 2013	28	13.7	21.2	43.6	19.3	-
IMD Rank (out of 451) - <i>Where a rank of 1 is the most deprived</i>	59	299	137	8	-	-
Ofsted Outcome	(3) Requires Improvement – 05/11/13	(3) Requires Improvement – 19/09/13	(3) Requires Improvement – 18/03/14	(3) Requires Improvement – 14/12/13	-	-

Information and Data

The data used in the project is published data on pupil numbers and characteristics of the local pupil population.

Langley Park falls within the Park Wood Ward in the Maidstone District. The table below shows the following data for the Wards in which the schools within a two mile radius of the proposed school site are situated, compared to Maidstone and KCC area data:

- Population data gathered by Experian Limited in 2011 showing information regarding the main language of residents aged 3 and over.
- Numbers of children aged 0-15 split boy/girl.

Main language of residents (by percentage) aged 3 and over by Ward

	Park Wood	Sutton Valence & Langley	Shepway South	South	Shepway North	Boughton Monchelsea & Chart Sutton	Loose	Bearsted
English	95.6	96.5	96.4	95.8	95.6	98	99.2	98.7
Other European (EU)	1.9	1.6	1.6	2.0	1.3	1.3	0.4	0.4
South Asian	0.5	0.1	0.7	1.1	2.0	0.2	0.1	0.1
East Asian	0.4	0.6	0.1	0.2	0.3	0.1	0.1	0.3
French	0.1	0.4	0.1	0.2	0.1	0.1	-	0.1
Russian	0.1	0.1	0.1	0.1	0.1	0.1	-	-
Arabic	-	0.0	0.1	0.1	-	-	-	-
West/Central Asian	0.4	0.3	0	0	0.2	-	-	0.1
African	-	-	0.2	0.2	0.1	-	-	0.1
Spanish	0.2	0.1	0.1	-	0.1	-	-	-
Turkish	0.1	-	0.1	0.1	0.1	-	-	0.1
Portuguese	0.3	-	0.1	0.1	0.1	-	-	-

Main language of residents (by percentage) aged 3 and over by Ward Cont'd

	Park Wood	Sutton Valence & Langley	Shepway South	South	Shepway North	Boughton Monchelsea & Chart Sutton	Loose	Bearsted
Other European (non EU)	0.3	-	0.2	0.1	0.1	-	-	-
Sign language	0.1	-	-	-	-	-	-	-

Numbers of children aged 0-15

	Park Wood	Sutton Valence & Langley	Shepway South	South	Shepway North	Boughton Monchelsea & Chart Sutton	Loose	Bearsted
No. of children	2,050	460	1160	1660	1960	450	370	1520
No. of boys	1,090	260	600	830	1030	230	190	760
% of boys	52.9	57.6	51.5	50	52.9	52.2	50.8	50.3
No. of girls	97.0	190	560	830	920	210	180	760
% of girls	47.1	42.4	48.5	50	47.1	47.8	49.2	49.7

For more detail on the Community visit: <http://www.kent.gov.uk/about-the-council/information-and-data/Research-and-figures-about-Kent/area-profiles>

Information and data regarding the SEN provision at the school

Autistic Spectrum Disorder (ASD) is one of the two most prevalent need types and as the population grows we are forecasting an increase in the numbers of children with ASD.

ASD provision in Kent is currently at capacity and some children are being placed in independent and out-county schools as their needs cannot be met in local Kent schools. The shortage of places in mainstream schools means some pupils with challenging behaviour make some of the longest journeys to and from school each day.

Kent's Strategy for Children and Young People with Special Educational Needs and Disabilities (SEND Strategy) aims to address (amongst other things) the lack of specialist provision and school places for children with ASD

Kent's Commissioning Plan for Education Provision 2015-2019 therefore sets out a priority to create at least 275 additional specialist places, of which more than 100 places will be created by expanding specialist provision in mainstream schools.

The school will host a Specialist Resource Base Provision (SRBP) for 15 pupils who have greater difficulty learning as a result of Autistic Spectrum Disorder (ASD).

Provision for Early Education and Childcare

From September 2013 the Government placed a duty on local authorities to ensure that the most disadvantaged 2 year olds are able to access free early education provision. We have undertaken a childcare sufficiency assessment in accordance with Section 11 of The Childcare Act 2006.

The most recent data received from the DWP for August 2014 shows there are 89 two year old children living in Park Wood ward eligible for Free For Two funding. However, this data is likely to increase in the next 6 months as social housing currently being re-built will soon be occupied by a number of families that were moved to other parts of Maidstone approximately 18 months ago.

Current

There are currently two early years settings situated in the ward. One is a KCC nursery offering 86 places who take children from age 3mths-5yrs and a private provider offering 40 places from ages 2-5yrs. As of 23rd October 2014 48 two-year olds were accessing their free 15 hours between the two settings, however, there are some children living in the ward who are accessing their entitlement at settings situated in other Maidstone wards. In view of this, with an additional 600 new homes being built in the ward there will not be enough capacity to meet our statutory duty for sufficient free early education places in these two early years settings.

Projection

According to Kent Primary Care Agency data as at 31st August 2013 of the 753 pre-school children in this ward -

- 134 are age 4yrs
- 145 are age 3yrs
- 158 are age 2yrs
- 179 are age 1yr
- 137 are under age 1yr

It is estimated that approximately another 108 nursery aged children in addition to the current numbers already living in the ward. To ensure sufficiency of childcare as a result, it is imperative early years provision is taken into consideration within this development so KCC can meet their statutory requirement under Section 7 of the Childcare Act 2006 to ensure sufficient free early education for 2, 3 and 4yr olds.

Involvement and Community Engagement Consultation is currently underway with the community and other stakeholders, including the following groups:

- The local Children's Centres
- Local pre-school providers
- Schools in the Maidstone district
- Elected Members (Kent County Council, Maidstone Borough Council)
- Langley, Park Wood and Sutton Valence Parish Councils
- Local MP

Potential Impact

We have carefully considered any impact that the new school may have on other local primary schools. In order to minimise this, the new school will have a phased opening during the initial 3 year period. The structure will be continually reviewed as we move towards opening and post-opening to ensure there are sufficient places in the correct year groups. Initially, we are proposing:

	2016	2017	2018
Yr R	60	60	60
Yr 1	30	60	60
Yr2	30	30	60
Yr 3		30	30
Yr 4			30
Yr 5			
Yr 6			
Total	120	180	240

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Age	Possibility of destabilising neighbouring schools.	Keep numbers and age ranges under close scrutiny to inform the need for additional year groups coming on stream at an earlier stage	The oversubscription criteria will limit applications to those families living in Langley Park development. Proposers are asked to show how admissions arrangements will support the development of a community in Langley Park, Maidstone.	Jared Nehra	July 2015	None
Disability	A need for a Specialist Resource Base Provision to provide for children who have greater difficulty in learning as a result of ASD	Include details in the specification for the new school.	Proposers will need to show in their applications how they will address this and their experience in operating such a provision.	Jared Nehra	Dec 2014	None
Race	A need to screen proposals coming forward to identify any impact.	Screening of all proposals to ensure that none would impact unfavourably on this protected characteristic.	Proposers are asked to include in their proposals how they will meet the needs of all children, including those with English as a second language	Jared Nehra	Dec 2014	None
Religion or Belief	A need to screen proposals coming forward to identify any impact.	Screening of all proposals to ensure that none would impact unfavourably on this protected characteristic.	Proposers are expected to include in their proposals how they will ensure that the new school will be welcoming to pupils of all faiths and none	Jared Nehra	Dec 2014	None