

Name of proposal/policy	New school places for Corby: Expansion of Red Kite SEND Academy and Corby Technical School	Budget number (if applicable)	
Service area responsible	Children First Northamptonshire	Cabinet meeting date	10 th March 2020
Name of completing officer	Chris Wickens	Date EqIA created	12 th February 2020
Approved by Director / Assistant Director	Sharon Muldoon	Date of approval	3 rd March 2020

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders

Northamptonshire County Council (NCC) has a statutory obligation to ensure there is a sufficiency of mainstream school places in all areas of the county and a statutory duty to ensure there are sufficient school places for children and young people with Special Educational Needs & Disabilities (SEND) in receipt of Education, Health & Care (EHC) Plan.

Red Kite SEND Academy

Between January 2014 and January 2019, the number of children and young people attending a Special Educational Needs & Disability (SEND) school increased by 25% nationally. Northamptonshire has seen a far more significant increase, with the number of pupils accessing specialist provision in the county increasing by 46% in the same period.

Red Kite SEND Academy is a purpose built all through SEND Free School funded by and delivered in collaboration with the Education and Skills Funding Agency (ESFA). It was built to meet the demand for SEND places in the north of the county. The free school opened in Corby in 2018 with a capacity to accommodate 100 pupils in total, including sixth form provision.

Following a further increase in demand, Red Kite SEND Academy agreed to accept an additional 10 pupils in years R/Y1 to help meet demand within the Corby area in the 19/20 academic year and a further 10 pupils in the same year groups in the 2020/21 academic year (20 pupil increase in total), at the request of the Local Authority. These pupils were/will be accommodated in the spaces designated as sixth form classrooms within the original build.

Due to significant pressures within SEND schools, additional sixth form capacity is required in the area. Additional capacity is required to ensure there is sufficiency of SEND places in the Corby area, and that pupils are not required to travel out of the area in which they reside to access an education.

The main stakeholders of this policy/statutory obligation are children and young people of Corby in receipt of an EHC plan, their parents and Red Kite SEND Academy.

Provision of mainstream, temporary secondary school capacity

Northamptonshire has seen large increases in demand for both mainstream secondary school places and SEND places in recent years and this trend has been particularly apparent in Corby.

There are currently five secondary schools in the town of Corby. These schools and the number of places they offer in the year of entry (Year 7) are identified below:

School	PAN
Brooke Weston Academy	180
Corby Business Academy	200
Corby Technical School	150
Kingswood Secondary Academy	216
Lodge Park Academy	200
	946

NCC have already received 972 'on time' applications (a deficit of 26 places) for a Year 7 place within the town for the 2020/21 academic year and further 'late' applications will be received between the time of writing and 1st September 2020. Additional capacity is required to ensure NCC continues to fulfil its statutory obligation of providing a sufficiency of secondary school places in this area of the county.

The main stakeholders of this policy/statutory obligation are the school aged population of Corby, their parents and the schools themselves.

Description of proposal under consideration/development

Extension of Red Kite SEND Academy from 100 – 120 places

This proposal is for a new purpose built SEND sixth form block. The sixth form block is to be constructed within the exiting Red Kite Academy site. The block will be a standalone unit, located in the car park opposite the main school building.

The new block will provide an additional 20 places for children aged 16-19, where the pupils have an Educational, Health & Care Plan. It represents a £700k investment in education facilities for the county. Northamptonshire County Council is leading the procurement and project management of the scheme. The new facilities will include 3 specialist teaching rooms, 1 group room, and 2 hygiene rooms with required W/C facilities. The main school hall, and life skills rooms will be utilised for daily activities.

Provision of mainstream, temporary secondary school capacity

NCC is required to provide temporary 'bulge' capacity within the town to ensure that it continues to fulfil its statutory obligation of providing a sufficiency of school places within the town in the 2020/21 and 2021/22 academic years. The temporary secondary school places are required until 2022, when the Department for Education is expected to open a new secondary school in Corby.

Officers within the School Place Planning team, in collaboration with the Brooke Weston Academy Trust have identified a solution that will provide 180 additional Year 7 places across Corby Technical School and Brooke Weston Academy. It is anticipated that this level of temporary 'bulge' capacity will be Capital works at Corby Technical School are required to accommodate the large number of additional students that will be attending the school in the

forthcoming academic years and to ensure that the school can continue to deliver individual aspects of the curriculum to students effectively. These works include:

- Provision of additional Science labs;
- Provision of additional ICT suites;
- Provision of enlarged changing facilities and a new Multi-use games area (MUGA);
- Increased dining facilities and circulation spaces;
- Improved pedestrian access to the school site.

It is intended that the capital works will be funded by NCC and delivered on the organisation’s behalf by the Brooke Weston Academy Trust. An initial feasibility study has indicated that the required works will cost £1,200,000. Any funding agreed would be subject to a funding agreement drafted by LGSS Law that would limit NCC’s financial commitment to the scheme to £1.2m

Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)

Data Source (include link where published)	Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”												
<p><u>Red Kite SEND Academy</u> Annual January Census data has been used to evidence the growing SEND demand across Northamptonshire, as detailed in the table below.</p> <table border="1" data-bbox="107 959 504 1161"> <thead> <tr> <th>Census</th> <th>R-6</th> <th>7-11</th> </tr> </thead> <tbody> <tr> <td>Jan-14</td> <td>442</td> <td>691</td> </tr> <tr> <td>Jan-19</td> <td>710</td> <td>942</td> </tr> <tr> <td>Increase</td> <td>61%</td> <td>36%</td> </tr> </tbody> </table> <p>This information is provided by NCC’s Business Intelligence & Performance Management (BIPM) team.</p> <p>‘Real time’ admissions data from the Corby EHC team.</p>	Census	R-6	7-11	Jan-14	442	691	Jan-19	710	942	Increase	61%	36%	<p><u>Red Kite SEND Academy</u> The census data evidences the increased demand of SEND pupil places within 5 years, from January 2014, to January 2019. It evidences an increase of 61% for primary aged pupils, 36% increase for secondary aged pupils.</p> <p>Real time data in terms of the number of children and young people in receipt of EHC plans is being constantly monitored to ensure the correct amount of additional capacity is added at the school.</p>
Census	R-6	7-11											
Jan-14	442	691											
Jan-19	710	942											
Increase	61%	36%											

Provision of mainstream, temporary secondary school capacity

- School Admissions data – ‘on time’ application numbers;
- School Admissions data – ‘late’ application numbers;
- Pupil projection forecasts compiled by BIPM.

Provision of mainstream, temporary secondary school capacity

Projections indicate as of academic year 2020/21 there will be a deficit of 96 Year 7 places within Corby, and a 78 place deficit the following academic year. This deficit of secondary school places is forecast to continue for as long as projection data is available. However, it is anticipated that a new secondary free school (to be funded and delivered by the Department for Education) in September 2022 (tbc). This new free school is NCC’s long term solution for providing a sufficiency of secondary school places in Corby in the longer term.

However, temporary bulge capacity will be required in the interim period and the purpose of this proposal is to address this need and provide 90 temporary bulge places in the 20/21 and 21/22 academic years respectively.

Red Kite Academy SEND/ Provision of mainstream, temporary secondary

Tick the relevant box for each line by using a capital ‘P’ to make a <input type="checkbox"/>	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex			✓	
Gender Reassignment			✓	
Age	✓			
Disability	✓			
Race & Ethnicity			✓	
Sexual Orientation			✓	
Religion or Belief (or No Belief)			✓	
Pregnancy & Maternity			✓	

Human Rights (Please see articles in toolkit)			✓	
Other Groups (rural isolation, socio-economic exclusion etc)			✓	

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>Red Kite SEND Academy: The proposal has a positive impact on the availability and choice of school places for children with special educational needs and disabilities.</p> <p>The proposal will ensure that students of school-age and in receipt of an EHC plan that reside in the Corby area can access education within the area in which they live. This will mean reduced journey times to and from school that will impact positively on the protected 'age' and 'disability' characteristics and reduce the stress and time taken to access education.</p> <p>The works will improve the teaching environment for the children and young people attending the school, as well as increasing the capacity of the school. Any new building will conform to current building and DDA requirements, in line with BB104 area guidelines for students identified as being 100% non-ambulant.</p> <p>All additional places at the school will be offered with no regard to 'sex', 'gender reassignment', 'race and ethnicity', 'religion (or no belief)', 'sexual orientation', 'pregnancy and maternity' or any other protected characteristic. As such, this proposal cannot be considered to have anything other than a 'neutral' impact upon any other protected group identified above.</p>	<p>Officers within the Place Planning and EHC teams will continue to intensively monitor all applications received between now and September 2020 to ensure there is sufficient and the correct type of capacity within the area to meet the needs of all students with SEND that reside within Corby.</p> <p>NCC will continue to do everything possible to ensure it fulfils its statutory obligations of providing a sufficiency of school places in this regard.</p>
<p>Provision of mainstream, temporary, secondary school capacity: The proposal to increase the amount of Year 7 places available in Corby town secondary schools for September 2020, to ensure that NCC provides a sufficiency of school places in this area of the county, clearly represents a positive impact upon the protected 'age' and 'disability' characteristics. All students that reside in Corby and will be in Year 7 from September 2020 will</p>	<p>Officers within the Place Planning and School Admissions team will continue to intensively monitor all applications received between now and September 2020 and endeavour to add further capacity within Corby as and when required, to ensure all students residing in the town are able to access education.</p>

<p>be able to access education. Being unable to obtain a place in school represents a clear detriment or risk in terms of safeguarding and possible attainment levels.</p> <p>Being able to attend a school within the town/a specific area of the town in which a student resides also represents a clear benefit to the protected 'age' characteristic as it reduces the possible travel times to and from school. Any students with identified SEND needs (protected 'disability' characteristic) but that do not require a place at a specific SEND school, will also benefit for the reasons identified above.</p> <p>All students attending the school at which capital expenditure is required will also benefit from improved educational accommodation.</p> <p>It is not envisaged that the proposal will have an impact of anything other than a 'neutral' impact on any other of the protected characteristics identified above as the proposal relates strictly to the provision of sufficient school places in Corby for the 2020/21 and 21/22 academic years and ensuring NCC fills its statutory obligations in this regard.</p> <p>Whilst not a protected characteristic, each school taking additional students will experience a financial benefit from the increased number of students attending each school. Improved financial circumstances at a school can only further benefit the students attending the school in question.</p>	<p>NCC will continue to do everything possible to ensure it fulfils its statutory obligations of providing a sufficiency of school places.</p>
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Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2

N/A

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?

Final impact analysis (taking the findings from Part 2 into account) – including review date if required