

Name of proposal/policy	Additional school places within Kettering. Extensions to Chenderit School and Guilsborough Academy.	Budget number (if applicable)	
Service area responsible	Children First Northamptonshire	Cabinet meeting date	12 th March 2019
Name of completing officer	Jackie Desmond	Date EqIA created	20 th February 2019
Approved by Director / Assistant Director	Sally Hodges	Date of approval	28 th February 2019

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

New secondary school places within Kettering - Last summer, NCC were required to take immediate action to provide 60 additional places for Year 7 as demand for places exceeded expected levels. Southfield School for Girls and Kettering Science Academy both agreed to admit a 'bulge' class of 30 to add additional capacity within the town. There is now a need to provide permanent additional capacity within the town to meet our statutory obligations of sufficiency within the local area.

Chenderit School – Chenderit propose to build an 8 classroom teaching block to replace mobile classrooms which are no longer fit for use. This will provide a modern teaching environment for their pupils and additional teaching space to accommodate their increase in pupils numbers.

Guilsborough Academy – Guilsborough propose to build a 5 classroom teaching block to accomodate an additional 6 pupils per year group, in addition to internal refurbishment works to improve existing teaching spaces.

Description of proposal under consideration/development

Kettering – The proposal is to extend Southfield School for Girls by one form of entry (30 pupils per year group) and Kettering Science Academy by two forms of entry (60 pupils per year group). A new teaching block will be built at both schools to accommodate the increase in pupil numbers. These will be based on the recommendations of Building Bulletin 103 and will comply with the latest disability discrimination act requirements.

Chenderit – The Academy are planning to build an 8 classroom block to replace 6 mobile classrooms which are in a very poor condition and no longer fit for purpose. The school will manage the project themselves and comply with all building regulations and requirements.

Guilsborough Academy - The Academy are planning to build a 5 classroom block to extend their teaching capacity. They will manage the project through themselves and comply with all building regulations and requirements.

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”

Pupil projection data compiled by NCC's Business Intelligence and Performance (BIPi) team.

Pupil projection figures for Kettering town and the surrounding local communities.

Demographic/Housing data.	Demographic trends and details of proposed housing development within the area.
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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>The works will improve the capacity and teaching environment for the children attending the school. Any new building will conform to current building and DDA requirements, making the new building accessible.</p> <p>Neither school has a religious affiliation so the impact from this aspect will be neutral.</p>	<p>N/A – the proposal represents a positive/neutral impact upon the groups listed above.</p>

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
<p>Kettering - Consultation regarding the increase in pupil numbers is due to be conducted between 25th February and 22nd March. NCC are co-ordinating this on behalf of the schools and will include parents and students at both schools, other local town schools, Kettering Borough Council and other interested</p>

parties. Any feedback received will be referred to the appropriate school for them to consider prior to their application to the Regional Schools Commissioner for approval to implement the increased admission number (significant change) to their academy.

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

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