

Name of proposal/policy	Provision of additional capacity at Northampton secondary schools	Budget number (if applicable)	
Service area responsible	Children First Northamptonshire	Cabinet meeting date	9 th April 2019
Name of completing officer	Chris Wickens	Date EqIA created	30 ^h March 2019
Approved by Director / Assistant Director	Alison Shipley	Date of approval	4 th April 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

There are currently 11 provisions currently offering secondary education in Northampton town (8 x secondary schools and 3 x 'all-through' schools). These schools and the number of places they offer per year group are detailed below;

School	Current PAN	Total Capacity
Abbeyfield School	240	1200
Kingsthorpe College	240	1200
Malcolm Arnold Academy	240	1200
Northampton Academy	240	1200
Northampton International Academy	300	1500
Northampton School for Boys	210	1050
Northampton School for Girls	270	1350
The Duston School	240	1200
Thomas Becket Catholic School	180	900
Weston Favell Academy	270	1350
Wootton Park Free School	120	600
Total	2550	12750

NCC's School Admissions Team received the following number of 'on time' applications for a Year 7 place from September 2019 onwards;

Current PAN of all secondary provision	Number of 'on time' applications received	Surplus/Deficit of Year 7 places
2550	2721	-171

As illustrated, the significant deficit of places across Northampton town identified above, represented a clear and imminent risk of NCC failing to ensure it provided a sufficiency of school places in this area of the county and immediate action was required to ensure all students residing in the town had access to a Year 7 place for September 2019.

Description of proposal under consideration/development

In collaboration with a number of schools/Academy Trusts operating within Northampton town, NCC is proposing to add the following additional capacity to help ensure it provides a sufficiency of Year 7 places in this area of town in coming academic years. For information, the additional capacity identified below is temporary in nature and will be in place for the next two academic (19/20 and 20/21) years.

School	Current PAN	PAN Sept 2019	Additional places
Abbeyfield School	240	270	30
Kingsthorpe College	240	240	0
Malcolm Arnold Academy	240	240	0
Northampton Academy	240	270	30
Northampton International Academy	300	360	60
Northampton School for Boys	210	210	0
Northampton School for Girls	270	290	20
The Duston School	240	270	30
Thomas Becket Catholic School	180	210	30
Weston Favell Academy	270	270	0
Wootton Park Free School	120	120	0
Total	2550	2750	200

Capital funding will be required to provide the necessary accommodation for the increased number of students that will be attending; Abbeyfield, The Duston School and Northampton International Academy. Schools taking additional students will also receive revenue funding to mitigate against increased staffing costs arising from the temporary expansions.

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”
School Admissions data – ‘on time’ application numbers	Number of applicants that applied for a Year 7 place at a Northampton town secondary school. When compared with the available places at town secondary schools, this informs whether there is a forecast surplus/deficit of places in an area.

School Admissions data – ‘late’ application numbers	Number of applicants received after the application deadline but that still require a Year 7 place for September 2019. Informs whether further additional capacity will be required.
Pupil projection forecasts compiled by BIPM	To provide an indication of likely number of school places required to meet demand in forthcoming academic years.

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 proposal to increase the amount of Year 7 places available at Northampton town secondary schools for September 2019, 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 Northampton and will be in Year 7 from September 2019 will 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>Officers within the Strategic Planning and School Admissions team will continue to intensively monitor all applications received between now and September 2019 and endeavour to add further capacity within specific areas of Northampton town as and when required, to ensure all students residing in the town are able to access education.</p> <p>NCC will continue to do everything possible to ensure it fulfils its statutory obligations of providing a sufficiency of school places.</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) will also benefit for the reasons identified above.</p> <p>All students attending one of the schools at which capital expenditure is required will also benefit from improved educational accommodation. 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 Northampton town for the 2019/20 and 20/21 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>	
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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