



APPENDIX 6

Proposal to expand Addey and Stanhope School by adding a sixth form

Equalities Analysis Assessment June 2012

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1. Introduction

This analysis assessment was undertaken using the methodology and approach set out in Lewisham's Equalities Analysis Assessment (EAA) toolkit.

Every new service or one undergoing organisational change or review requires the undertaking of such an assessment to ensure that the proposals address equalities and that implementation meets both the aspirations set out in the Council's equalities policies AND statutory requirements. This assessment is being carried out as the aim is to open a Sixth Form at Addey and Stanhope School from September 2013.

This assessment has considered the content of the proposals and analysed whether these are likely to have a positive or negative impact on different groups within the local community.

Having made this assessment it sets out the action to be taken to prevent direct and indirect discrimination and positively promote positive and harmonious community relations.

2. Management of the EAA

This assessment was undertaken by the Children and Young People's Pupil Place Manager. The methodology used for this EIA has been to:

- Collate and analyse relevant data in relation to the proposal
- Review relevant consultations undertaken on the proposal that relate to equalities
- ***Present a draft EAA to the Directorate Management Team of the Children & Young People's directorate for recommendation of changes***

3. Identification of aims and objectives

The overall aim is to open "a small, high achieving, and academically excellent sixth form". It is intended to be the natural destination for the school's more able students and will build on the continued KS4 improvement at Addey and Stanhope over the last five years.

The sixth form will reach a maximum size of 200 students:

- 2013 - 2014: 60 students in Year 12
- 2014 – 2015: 160 students and 100 in Year 12 and 60 in Year 13
- 2015 – 2016: 200 students, 100 in both Years 12 +13

Students will primarily be recruited from within Addey and Stanhope but also consider the admittance of students from other schools. This will increase total capacity of the school to 800 by September 2015 (dependant on retention of year 12 – 13 in September 2015).

Addey and Stanhope propose to develop Sixth Form accommodation onsite with the conversion of the existing gym. The current BSF programme will expand PE facilities and allow the Sixth Form to have specialist facilities for science and technology. Addey and Stanhope and the Governing body have secured funds for half of the cost of the accommodation and have requested from LCVAP the additional monies.

The key elements to the proposal are:

- to raise standards both at post-16 level but also across the school through developing a stronger culture of aspiration to progress and a tangible goal for learners at Key Stage 4.
- to offer progression opportunities to KS5 for the current year 10 learners initially and then those moving up through the school.
- to attract a more comprehensive cohort of learners from within and from the surrounding community.

The objectives of the proposal are that:

- Addey and Stanhope will maintain the ethos of a small, academically excellent family school, by offering a broad academic curriculum a core pastoral curriculum
- Addey and Stanhope will increase it admissions numbers to a maximum of 800 by September 2015.

4. Assessment and Data research

The main aim of this EAA is to determine the answer to the following two questions:

Does the proposed addition of a sixth form to Addey and Stanhope discriminate against or adversely impact on individuals or groups learning or working in the school, or who are living, working or learning in the local community?

Can the proposed addition of a sixth form be delivered in a way that further promotes equal opportunities?

4.1. Assessment of the proposal

Below is an initial assessment of the proposal that looks at the potential impact and relevance on the six equality strands: gender, race, disability, age, sexual orientation, and religion and belief systems.

Equalities category	Equalities legislation	Assessment of POTENTIAL impact – positive AND negative High, Medium, Low, Nil	Reason for this assessment
Gender	Sex Discrimination Act (SDA) 1975 Equal Pay Act 1970 Equality Act 2006 / 2010	Low	<p>The SDA prohibits sex discrimination against individuals in the areas of employment, education and the provisions of goods, facilities and services in the disposal or management of premises. The Equality Act gives local authorities and schools duties to promote gender equality as employers and as providers of services.</p> <p>The proposed enlargement ensures that due consideration to men/boys as well as to women /girls in terms of their educational and employment needs will be retained within the new arrangements</p> <p>Additional staff who will be required as the school enlarges will be employed on agreed Local Authority terms and conditions.</p>
Race	Race Relations Act 1976 Race Relations (Amendment) Act 2000 Equality Act 2010	High (positive)	<p>The Race Relations Act 1976 makes it unlawful to treat a person less favourably than others on racial grounds; it also provides protection from race discrimination in employment, education, training, housing and the provision of goods, facilities and services.</p> <p>The RRAA 2000 places local authorities and schools under a general duty to publish a Race Equality Scheme setting out how the organisation will plan to (1) eliminate race discrimination (2) promote equality of opportunity and (3) promote good race relations between people of different</p>

			<p>racial groups.</p> <p>Lewisham's population is ethnically diverse and this is reflected in New Cross. One of the main aims of the proposal is to ensure that there are sufficient places for post-16 learners in local schools which will develop greater understanding amongst the local community.</p>
Disability	Disability Discrimination Act 1995 / 2005 Equality Act 2010	Medium (positive)	<p>The DDA 1995 places a duty on service providers and employers not to treat disabled people less favourably, to implement reasonable adjustments and to amend their policies and practices. The Disability Equality Duty (part of the DDA 2005) placed a duty on public authorities (and schools) to promote equal opportunities for disabled people.</p> <p>The new Addey and Stanhope Sixth Form building will include measures to ensure that people with a disability have reasonable access throughout.</p>
Age	Employment Equality (Age) Regulations 2006 Equality Act 2010	High (positive)	<p>The Regulations make it unlawful to discriminate directly or indirectly on the grounds of a person's age: the regulations have a wide impact on other areas of employment law including unfair dismissal and redundancy provisions.</p> <p>The proposed merger will have no impact upon employment practises relating to age: There will be no redundancies or reduction in number of posts as a result of the proposed enlargement. Additional staff, both teaching and non-teaching will be required.</p>
Sexual Orientation	Employment equality (Sexual orientation) Regulations 2003 Equality Act 2006 / 2010	Low	<p>The Employment Equality Regulations 2003 make it unlawful to discriminate directly or indirectly or to harass an employee on the grounds of their sexual orientation. The Equality Act makes it unlawful to discriminate on the grounds of sexual</p>

			<p>orientation in the provision of goods, services, education, the use and disposal of premises and the exercise of public functions.</p> <p>The proposal will not result in any change in provision and support to staff and pupils who are LGBT.</p>
Religion and belief	<p>Employment Equality (Religion or belief) Regulations 2003 Equality Act 2006 / 2010 Racial and Religious Hatred Act 2006</p>	Low	<p>The Employment Equality Regulations 2004 make it unlawful to discriminate directly or indirectly or to harass an employee on the grounds of their religion or belief. The Equality Act makes it unlawful to discriminate on the grounds of religion or belief in the provision of goods, facilities and services, education, the use or disposal of premises, and the exercise of public functions.</p> <p>Addey and Stanhope School meets these requirements and will continue to do so.</p>
Socio-economic		High (positive)	<p>Addey and Stanhope School is located in New Cross ward. The Index of Multiple Deprivation puts this area in the top 10%-20% of the most deprived areas within England. The proposal to expand the school will enable more local young people to access a high quality education without excessive travel. This will support their parents work and/or education and ultimately support their own economic well-being.</p>

5. Relevant data and research

Addey and Stanhope School

Addey and Stanhope School is located in the north of the borough on a site on New Cross Road, on the A2.

An Ofsted inspection of Addey and Stanhope School took place in March 2012. It reported that “Addey and Stanhope School is a good school and students behave exceptionally well and feel extremely safe. The school promotes spiritual, moral, social and cultural development very effectively. Students’ achievement is good in both Key Stages 3 and 4. Teaching is good overall and is sometimes outstanding”.

The report listed some key improvement objectives:

1. Raise the level of students’ achievement throughout the school to consistently outstanding, by ensuring that all teachers:
 - plan activities that fully meet the needs of all the students in their classes
 - give students sufficiently detailed written feedback to enable them to build on their strengths and know the next steps they need to take to improve their work.
2. Ensure that all school leaders, including middle leaders, are more fully involved in monitoring the quality of teaching and learning, and use the results of lesson observations more effectively to address relative weaknesses in teaching.

5.1. Local demographic data

Addey and Stanhope School is situated in New Cross and draws many of its pupils from Evelyn ward. Both of these wards are classified as being some of the most deprived areas in the country. Average annual earnings (£26,372) are below the average for Lewisham (£28,865) and life expectancy at birth (72.7 years) is below that for Lewisham (76.6 years) There is a high percentage of social rented housing (53%) and 40% of households with dependent children are headed by a lone parent and 35% have no parent in employment.

a) New Cross ward ethnicity

The most recent data on the numbers of people from different ethnic groups in New Cross is from the national census in 2001.¹

	Ward %	Lewisham %	London %
White	47.3%	65.9%	71.2%
Black or Black British	36.5%	23.4%	10.9%
Mixed	4.7%	4.2%	3.2%
Asian or Asian British	3.7%	3.8%	12.2%
Chinese or other ethnic group	7.8%	2.7%	2.7%

¹ Perry Vale Ward Profile

b) New Cross – Religion and Belief

The 2001 Census recorded the following information:

	Ward %	Lewisham %	London %
Christian	56.1%	61.2%	58.2%
Buddhist	3.2%	1.1%	0.8%
Hindu	1.7%	1.7%	4.1%
Jewish	0.2%	0.3%	2.1%
Muslim	7.1%	4.6%	8.5%
Sikh	0.2%	0.2%	1.5%
Other Religions	0.5%	0.5%	0.5%
No Religion	20%	20.4%	15.8%
Not Stated	11.8%	10.1%	8.7%

5.2. Addey and Stanhope School and local secondary schools data

a) Addey and Stanhope School

Addey and Stanhope School is an four form entry school and offer proportionate places to applications from each ability band (1A – 3).

Addey and Stanhope

	Number of applicants	Distance of last child offered
2009/10	899	1153m
2010/11	772	1551m
2011/12	724	1634m
2012/13	684	1048m

As a Voluntary Aided school, Addey and Stanhope School's criteria for admissions are those of all Lewisham schools. Where oversubscribed, priority is given in the following order to:

- 1) Children in public care
- 2) Siblings
- 3) Children living closest to the school

The figures from school roll Spring 2012 show that currently boys outnumber girls at the school:

Male	Female	Total
308	283	591

The percentage of pupils at Addey and Stanhope School eligible for free school meals is "above average" at 33.5%, compared to a Lewisham secondary school average of 26% and a national average of 16%.

The Ofsted report also noted the following: "The proportion of students from minority ethnic groups, of which the largest are of Black Caribbean and Black African

students, is also well-above average. An above average proportion of students speak English as an additional language. The proportion of students known to be eligible for free school meals is well-above average.”

Ethnic categorisation of Primary School pupils Addey and Stanhope School and all Lewisham – Spring 2012²

Category	Addey and Stanhope School %	All Lewisham Secondaries %
Black and minority ethnic total	84.9	76.2
White British	15	4.5
Gypsy Roma Traveller	0	0
Total White³	22.3	3.9
Black Caribbean	15.5	4.6
African	23.8	11.1
Somali	4.2	15
Other Black African	19.6	10.5
Other black	3.7	5.4
Total Black	43.1	7.1
Asian	3.8	4.3
Chinese	4	0.24
Mixed Race	6.2	3.5
Other	4	5
Unclassified	8.7	17.9

Staffing at Addey and Stanhope School

There are currently 96 members of staff based at Addey and Stanhope School comprising 49 Officers (e.g. Teaching Assistants, Supervisors, Cleaners, and Admin staff) and 47 teaching staff.

<u>Age Range</u>	<u>Officer (all non teaching staff)</u>	<u>Teacher</u>	<u>Total</u>
21 – 24	0	1	1
25 – 34	5	16	21
35 – 44	12	16	28
45 – 54	15	10	25
55+	17	4	21
Total	49	47	96

<u>Ethnicity</u>	<u>Officer (all non teaching staff)</u>	<u>Teacher</u>	<u>Total</u>
White	35	39	74

² LBL Children and Young People Performance Unit - 2012

³ Total White category includes: British, Irish, Gypsy/Roma, White Other, Turkish / Cypriot and White European

Black	13	5	18
Asian	1	1	2
Mixed Race	0	2	2

The ethnicity of the staff at Addey and Stanhope School therefore does not currently reflect the greater black and ethnic minority pupil population at the school.

b) Other local secondary schools.

There are six other Lewisham secondary schools within a two-mile radius of Addey and Stanhope School. They include the following:

Academy: Haberdasher's Aske's Hatcham College, St Matthew Academy

Non-denominational community schools: Deptford Green School, Prendergast Hilly Fields College, Prendergast Ladywell Fields College

Church of England Voluntary Aided: Trinity Church of England School

The pattern of applications has been changing over the last 18 months. Statistics on on-time applications received in February of each year show that applications locally have fluctuated. There are currently fewer children in the cohort transferring to secondary school and some changes in popularity can be remarked.

EXTRACT FROM LEWISHAM SECONDARY SCHOOL APPLICATIONS 2009/10 to 2011/12⁴					
School	Places available	1st	2nd	Total (1 – 4)	
Addey & Stanhope School	120	136	140	684	2011-12 on time applications
	120	125	163	724	2010-11 on time applications
	120	137	189	764	2009-10 on time applications
Haberdashers Aske's Hatcham College	168	505	436	1700	2011-12 on time applications
	168	607	453	1782	2010-11 on time applications
	168	743	561	2063	2009-10 on time applications
St Matthew Academy	180	88	75	408	2011-12 on time applications
	180	68	90	405	2010-11 on time applications
	180	76	79	466	2009-10 on time applications
Deptford Green	234	70	59	398	2011-12 on time applications
	234	54	56	351	2010-11 on time applications
	234	80	62	462	2009-10 on time applications
Prendergast Hilly Fields College	105	201	211	731	2011-12 on time applications
	105	190	222	768	2010-11 on time applications
	105	189	232	801	2009-10 on time applications
Prendergast Ladywell Fields College	240	82	109	584	2011-12 on time applications
	240	64	109	527	2010-11 on time applications
	240	60	102	512	2009-10 on time applications
Trinity CofE	120	73	80	437	2011-12 on time applications
	120	42	50	283	2010-11 on time applications
	120	42	39	274	2009-10 on time applications

The January School Roll figures show the level of take up:

	Places	January 2012 roll	2011/12 1 st & 2 nd Preference
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⁴ Lewisham CYP Admissions Team

Deptford Green	234	184	85
Haberdashers Aske's Hatcham	165	209	154
St Matthew Academy	153	167	112
Addey & Stanhope	120	117	91
Prendergast Hilly Fields College	110	114	107
Prendergast Ladywell Fields College	240	177	101
Trinity CofE	120	122	159

The Ofsted report on Addey and Stanhope noted that in 2009, the school opened a special unit which caters for a small number of students with additional speech and language needs. The proportion of students who are disabled, or who have special educational needs, is above the national average. Most of these students have speech, language and communication needs or specific learning difficulties.

The table below sets out an analysis comparing Addey and Stanhope with other schools in the area. This shows that Addey and Stanhope's % of statemented pupils is relatively high in relation to other local schools.

Children with Special Educational Needs – Spring 2012				
School	Non-statemented %	School Action %	School Action Plus %	Statemented %
Deptford Green	78.7%	7.4%	11.3%	2.6%
Haberdasher's Aske's Hatcham College	82.5%	10.8%	3.9%	2.7%
St Matthew Academy Academy	68.3%	16.7%	14.0%	2.5%
Addey and Stanhope School	78.8%	11.7%	3%	6.6%
Prendergast Hilly Fields College	88.9%	8.4%	0.9%	1.8%
Prendergast Ladywell Fields College	80.7%	9.6%	8.8%	1%
Trinity Church of England School	78.8%	11.3%	8.5%	1.4%

6. Consultation

Following an initial proposal to the Local Authority, the Governing Body and Ann Potter, Headteacher at Addey and Stanhope School took forward the final proposal to add a sixth form for September 2013.

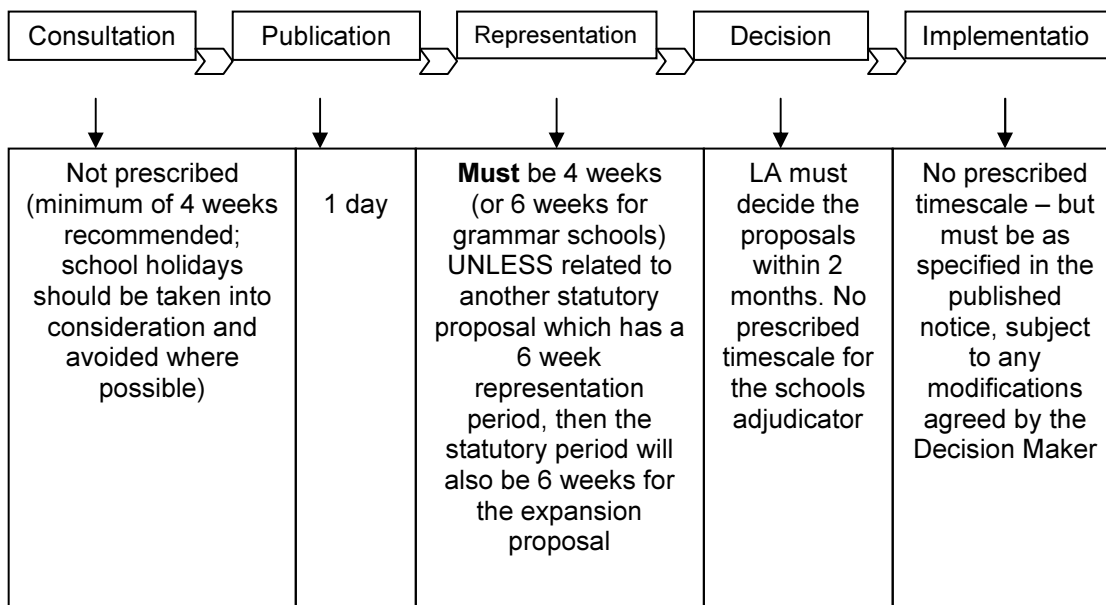
The consultation process has been carried out in line with the Education and Inspections Act 2006 (EIA 2006) and The School Organisation (Prescribed Alterations to Maintained Schools)(England) Regulations 2007 (as amended by The School Organisation and Governance (Amendment)(England) Regulations 2007 which came into force on 21 January 2008 and The School Organisation and Governance (Amendment)(England) Regulations 2009 which came into force on 1 September 2009).

The process involves the outcome of altering of upper age limit - raising the school's upper age limit to add a sixth form. Proposals are required when a proposed enlargement of the premises of the school which would increase the capacity of the school by both:-

- a. more than 30 pupils; and
- b. by 25% or 200 pupils (whichever is the lesser).

Proposals must take into account that from 2015 all young people will be required to continue in some form of education or training post-16. The government is increasing the minimum age at which young people can leave learning in two stages, to the end of the academic year in which they turn 17 from 2013 and until their 18th birthday from 2015.)

There are 5 statutory stages for a statutory proposal for an excepted expansion:



A public consultation exercise commenced on 23rd March 2012 about the proposal to add a sixth form to Addey and Stanhope School. This was published on the school website. The closing date for responding to the consultation was 26th April 2012.

Details of the proposals and invitations to respond were sent to:

- All current parents
- All current staff

All Lewisham Secondary Schools
 All Lewisham Special schools
 All Lewisham PRUs
 All Lewisham Post-16 providers
 All Lewisham Primary schools
 Greenwich and Southwark Primary schools within a 2 mile radius of Addey and Stanhope school
 Children and Young People Teams at Southwark, Greenwich and Lewisham Local Authority
 Lewisham MPs, and Lewisham local Councillors

The following stakeholder meetings were held:

Parents evenings
 Secondary Heads meeting
 Governor Meeting minutes
 Newsletter
 Policy and Programme Steering Group (part of the 14-19 Partnership)
 14 – 19 Strategic Forum (part of the 14-19 Partnership)

Numbers of responses by category:

Category of Respondent	Numbers	For	Against	Not sure/ Mixed
Parent/Carer	0	0	0	0
School staff	0	0	0	0
Headteachers / Principals	1	1	0	0
Local Community / Governors	2	1	0	1
Local Authority	1	1	0	0
Other – YPLA	0	0	0	1
Total	4	3	0	1

Overall 75% of responses were in favour, 25% not sure/mixed and 0% against. Most responses were received from the local community in Lewisham. 50% were in favour, 50% were not sure/mixed and 0% were against. The majority of responses to the consultation were in favour of the Addey and Stanhope sixth form addition. One requested further information which was represented as a mixed view, and the Addey and Stanhope governing body has addressed each request .

A public notice exercise commenced on 26th May 2012 in accordance with the statutory guidance and published in the South London Press and the Lewisham Mercury. The statutory representation period ended 25th May 2012 and was no responses to the Addey and Stanhope School proposal.

Results of the consultation and equalities implications

The majority of responses to the consultation were for the Addey and Stanhope sixth form addition welcomed the proposal. One requested further information which was represented as a mixed view and Addey and Stanhope has addressed each request.

7. Assessment of impact and outcomes and reducing any adverse impact

Following the scoping of the assessment and identification of potential areas for discrimination, analysis of data, research and specific consultation, this assessment must check whether, in any of the areas identified:

- there is unlawful discrimination
- there is an adverse impact on one or more equality categories
- the service fails to promote equality of access or opportunity
- some equality categories are, or may be, excluded from service benefits
- some equality categories are disadvantaged

The overall assessment is that the proposal does not have any adverse impact upon any equality categories and that it will result in an improved educational resource accessible to pupils in local community and surrounding areas.

Currently the top five destination post-16 institutions for Addey and Stanhope are Prendergast Hill Fields College, Lewisham College, Christ the King RC College, City of Westminster College, and St Francis of Xavier.

The focus on L3 academic provision in the Addey and Stanhope proposal, with the year on year a decline in progression of learners to Crossways, it is unlikely to have a significant impact on learner numbers at Crossways. For the other institutions this proposal is likely to therefore have minimal impact.

Nevertheless it is recommended that the local authority continues to monitor numbers of applications and admissions at all local schools and particularly notes any significant changes.

Also the figures from school roll Spring 2012 show that currently boys outnumber girls at the school at 52.1% (boys 308 to girls 283). It is therefore recommended that the local authority continues to monitor admissions at compulsory school aged and at post-16 for gender mix in order to improve the balance and ensure that there is equal access to both age groups.

There appears to be no other equalities implications relating to this concern.

Implications for Addey and Stanhope School staff

All members of Staff responding supported the proposal. There will be no change to terms and conditions of employment and in the future more staff will be required as a result of addition of a sixth.

8. Action Plan

The recommended actions below were identified during the assessment; implementation of the Action Plan will be co-ordinated and monitored by the LBL Children & Young People's Education Development division.

Issue	Equality Category	Recommendation / Action
Impact of proposal upon admissions to other local school and post-16 providers.	All	LA to monitor admissions to schools and post-16 providers within local area and note any significant changes for further attention
Impact of disproportionate	All	LA to monitor admissions to schools and

gender mix of learners currently on roll on future admissions.		post-16 providers within local area and note any significant changes for further attention
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9. Formal agreement

The completed Equalities Impact Assessment will be signed off by Lewisham’s Mayor and Cabinet; the directorate representative for equalities in LBL Children & Young People’s directorate will also take the EAA to the Corporate Equalities Board for consideration of key findings.

10. Publication of results

A summary of this EAA will be published on Lewisham Council’s website and the full assessment will be available on request.

11. Monitoring

The achievement of changes, amendments and recommendations arising from the Equalities Analysis Assessment will be monitored through the Education Development Service Plan.