

Diversity impact assessment

TITLE <i>Name/description of the issue being assessed</i>	Proposals to change three grammar schools from single gender to co-educational.
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DATE <i>Date the DIA is completed</i>	1 July 2022
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LEAD OFFICER <i>Name of person responsible for carrying out the DIA.</i>	Paul Clarke – Head of School Services
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1 Summary description of the proposed change

- *What is the change to policy/service/new project that is being proposed?*
- *How does it compare with the current situation?*

The proposals will result in three single gender grammar schools to co-educational from September 2024. This will provide equal opportunity for boys and girls in Medway to access a grammar school. There will be no additional places overall, but a fairer split of places and increased availability for medway pupils.

2 Summary of evidence used to support this assessment

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

8 week consultation period to wide range of stakeholders. 67 responses received 48% objecting, 46 % approving and 6% neutral. There were various and numerous comments made in the responses and these can be found within the outcomes of consultation report which this DIA accompanies as appendix 3. The three schools involved submitted letters of support for the proposals as did the North Kent and Medway MAT CEO group, indicating that senior education leaders fully support the proposals.

3 What is the likely impact of the proposed change?
Is it likely to :

- *Adversely impact on one or more of the protected characteristic groups?*
- *Advance equality of opportunity for one or more of the protected characteristic groups?*
- *Foster good relations between people who share a protected characteristic and those who don't?*

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	NA	NA	NA
Disability	NA	NA	NA

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Gender reassignment		yes	
Marriage/civil partnership	NA	NA	NA
Pregnancy/maternity	NA	NA	NA
Race	Potential		
Religion/belief	Potential		
Sex		yes	
Sexual orientation	NA	NA	NA
Other (eg low income groups)		yes	

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

The proposals are intended to promote a fairer and more equitable system for pupils to acquire a grammar school place in Medway. The proposals will benefit Medway resident pupils as the changes will provide a greater opportunity to access grammar education. There may be some religious groups who prefer single sex education for their children, but there will continue to be girls and boys only schools in Medway in both the selective and non selective sectors. Overall the changes proposed are expected to be positive.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

Ensure that some single gender schools are available. There will be one girls and one boys single sex grammar schools and two of each in the non selective sector.

6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
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The proposals are due to be implemented in September 2024 – officers to work with the schools to ensure a smooth transition so that all pupils are welcomed into a positive, supportive and nurturing environment where all pupils can be successful and have an enjoyable and productive education experience.

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- *to proceed with the change implementing action plan if appropriate*
- *consider alternatives*
- *gather further evidence*

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Officers' recommendation is to proceed with the proposals and work with the school to implement the changes with effect from September 2024.

8 Authorisation

The authorising officer is consenting that:

- *the recommendation can be implemented*
- *sufficient evidence has been obtained and appropriate mitigation is planned*
- *the Action Plan will be incorporated into service plan and monitored*

Assistant Director

Date