



APPENDIX A

Equality Screening Assessment Tennyson Road – Alfred Street

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

1: Proposal

Requirement	Detail
Title of proposal	Proposed amalgamation of Tennyson Road and Alfred Street Schools
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Change to service
What is the objective of this proposal?	To address a number of operational challenges being experienced at Tennyson Road Infant and Alfred Street Junior Schools, Rushden. Both schools are currently experiencing a number of challenges that relate to a falling school roll, financial issues arising from the falling roll, staff retention and high levels of pupil mobility. The amalgamation proposal aims to address all of these issues for the benefit of current and future pupils of the Schools.

Requirement	Detail
<p>Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)</p>	<p>The statutory process governing school organisational changes of this nature, prescribes that a formal period of consultation be conducted for 4 weeks. This process ran from Monday 5th September to Sunday 2nd October and included all key stakeholders.</p>
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)</p>	<p>Not specifically, a wide range of views were expressed and these will be included in the consequent report to the Executive Advisory Panel on the 25th October 2022 and also to the Executive Council on Thursday 10th November 2022.</p>
<p>What processes are in place to monitor and review the impact of this proposal?</p>	<p>The statutory process that governs school organisational changes of this nature prescribes that all responses received during any period of consultation be feed back to the decision maker i.e. NNC's Executive Committee and be considered in any future decisions on the proposal being made. All feedback received will be provided to and considered by NNC's Executive Council. The statutory process also prescribes that the following are statutory consultees during any period of consultation; Governing Body of the school(s); Pupils at the school(s); Teachers and other staff at the school(s); Relevant Diocesan Authorities; Trade Union's with members at the school(s); Governing Bodies or Academy Trusts, teachers and other staff at schools that may be affected by the proposal; Any other LA likely to be affected by the proposal; Parents of pupils at any other school that may be affected by the proposal; The local MP;</p>

Requirement	Detail
	<p>NNC Ward Councillors for the area;</p> <p>Rushden and Higham Ferrers Town Councils;</p> <p>All other interested stakeholders.</p>
<p>Who will approve this proposal? (Committee, CLT)</p>	The Executive Council

2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p>Age</p> <p>Different age groups that may be affected by the proposal in different ways.</p>	<p>This proposal has been brought forward to address a number of structural challenges that each school is facing arising, mainly, from a falling school roll. Should these challenges not be addressed it is likely they would impact upon each school's ability to effectively deliver the curriculum to pupils attending each setting and as such, this proposal can be considered to have a positive impact upon the children of primary school age.</p> <p>Should the proposal progress there is unlikely to be an immediate change to the site arrangements.</p>	<p>NNC intend to utilise feedback from this protected characteristic received as part of the formal period of consultation to help shape this proposal, most notably in respect of the where the all-through primary school may be located.</p>	<p>Positive/Neutral</p>

Protected Groups	General Equality Duty Considerations <ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Impact <p>Delete as appropriate. There can be more than one answer per protected group.</p>
Sex Is one sex affected more than another or are they affected the same?	It is not considered that the proposal to amalgamate the Schools will have any impact on sex.	It is possible that, if the amalgamation takes place, in the planning of new policies a gender neutral language be adopted throughout the school – e.g. sibling rather than brother and sister.	Neutral
Disability It is likely to have an effect on a particular type of disability? Why?	Should the proposal be progressed any works required to ensure an amalgamated school complies with the Equality Act 2010 will be conducted (if required).	If amalgamation takes place it may be possible to amalgamate the support services for children with disabilities, creating benefits for those pupils who require this adjustment and support. With a Special school already sharing one site, there could be an opportunity to provide outreach support to the all-through primary school.	Neutral
Gender Reassignment Will there be an impact on trans males and/or trans females?	Admissions to the proposed all-through primary school will be based on the existing admission criteria for each school. The school will not select pupils on their trans status. It is not considered that the proposal to amalgamate these schools will have any impact on this protected characteristic.	N/A	Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>Admissions to the proposed all-through primary school will be based on the existing admission criteria for each school. The school will not select pupils based upon ethnicity.</p> <p>It is not considered that the proposal to amalgamate the Schools will have any impact on this protected characteristic.</p>	N/A	Neutral
<p>Sexual Orientation</p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>It is not considered that the proposal to amalgamate the Schools will have any impact on this protected characteristic.</p>	N/A	Neutral
<p>Marriage & Civil Partnership</p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>It is not considered that the proposal to amalgamate the Schools will have any impact on this protected characteristic.</p>	N/A	Neutral
<p>Pregnancy & Maternity</p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?</p>	<p>It is not considered that the proposal to amalgamate the Schools will have any impact on this protected characteristic.</p>	N/A	Neutral


Protected Groups	General Equality Duty Considerations <ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Impact Delete as appropriate. There can be more than one answer per protected group.
Religion or Belief Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?	It is not considered that the proposal to amalgamate the Schools will have any impact on this protected characteristic.	N/A	Neutral
Health & Wellbeing 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).	It is not considered that the proposal to amalgamate the Schools will have any impact on this protected characteristic.	If the amalgamation takes place the Governing Body of the new school will prioritise bringing the two existing school communities together as one.	Neutral

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	No Impact

Question	Response
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No. Based on the outcomes of this screening tool there is no requirement to complete an Equality Impact Needs Assessment in support of this decision.
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	Yes

4: Ownership

Question	Response
Directorate	Children's Services
Service area	Education
Lead officer's name	Jo Hutchinson
Lead officer's job title	Service Manager – School Effectiveness
Lead officer's contact details	Jo.Hutchinson@northnorthants.gov.uk
Lead officer's signature	
Date completed	11/10/2022

Completed forms must be sent to Equalities@northnorthants.gov.uk