

Equality Screening Assessment

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	Proposal for relocation of Wilby CE VA Primary School to the Glenvale Park Development, Wellingborough
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Project
What is the objective of this proposal?	To ensure that a newly built school does not remain empty with no pupil intake
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	Yes there will be a consultation which will be conducted by the LA
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	N/A

What processes are in place to monitor and review the impact of this proposal?	The success of the relocated school will be monitored by Ofsted in accordance with national processes for measuring school performance
Who will approve this proposal?	Executive Director of Children's Services/CLT

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? 	Delete as appropriate. There can be more than one answer per protected group.
Age Different age groups that may be affected by the proposal in different ways.	The proposal is for a primary school relocation and will educate children aged 4-11 years of age. The relocated primary school will provide education to children within Wellingborough and Glenvale Park.		Positive
Sex Is one sex affected more than another or are they affected the same?	The relocated primary school will be mixed sex education.		Neutral

<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>The new building will adhere to current Disability Discrimination Act (DDA) regulations.</p>		<p>Positive</p>
<p>Gender Reassignment</p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>This proposal is not expected to impact Gender Reassignment.</p>		<p>Neutral</p>
<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>Admission to the school will be based on the approved admission criteria. The school will not select pupils based on either race or ethnicity.</p>		<p>Neutral</p>
<p>Sexual Orientation</p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>Sexual orientation will form no part of the criteria for school admissions purposes.</p>		<p>Neutral</p>
<p>Marriage & Civil Partnership</p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>Marriage or Civil Partnership is not part of the criteria for school admissions.</p>		<p>Neutral</p>
<p>Pregnancy & Maternity</p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, affected by this proposal?</p>	<p>This proposal is not expected to impact Pregnancy and Maternity.</p>		<p>Neutral</p>

<p>Religion or Belief</p> <p>Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?</p>	<p>The school that is recommended to relocate is Wilby CE VA Primary School, the proposal does not affect people differently, based on whether they have a religion or belief or not.</p>		<p>Neutral</p>
<p>Health & Wellbeing</p> <p>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).</p>	<p>This primary school will promote healthy lifestyles in line with the national curriculum. The primary school facilities will include a playing field and sports hall. This school will support the local economy, provide education and local school places for local children.</p>		<p>Positive</p>

3: Equality Impact

Question	Response
<p>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.</p>	<p>No Impact / Positive Impact</p>
<p>Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)</p>	<p>No</p>
<p>Copy attached to relevant report?</p>	<p>Yes</p>
<p>Is this document going to be published with the relevant report?</p>	<p>Yes</p>

4: Ownership

Question	Response
Directorate	Children's Services
Service area	Education
Lead officer's name	Jo Hutchinson
Lead officer's job title	Head of School Effectiveness
Lead officer's contact details	jo.hutchinson@northnorthants.gov.uk
Project Manager	Marsha Brown (marsha.brown@northnorthants.gov.uk)
Lead Officers Signature	Jo Hutchinson
Date completed	11 th August 2023