



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	The Establishment of a North Northamptonshire Standing Advisory Council for Religious Education (SACRE)
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Change from a SACRE, serving the whole of Northamptonshire, to a local North Northamptonshire SACRE
What is the objective of this proposal?	To establish a North Northamptonshire SACRE
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	<p>A scheduled meeting has taken place within the current SACRE about the proposal to establish a North Northamptonshire SACRE. A North Northamptonshire SACRE would:</p> <ul style="list-style-type: none"> • Fulfil SACRE statutory duties operating as North Northamptonshire unitary authority; • Ensure that SACRE membership is reflective of the local communities, religions and beliefs in North Northamptonshire; and • Ensure the best outcomes for all children by collaboratively engaging with schools in North Northamptonshire to facilitate high quality Religious Education (RE) and collective worship, suitably tailored to specific locality strengths and areas for improvement where appropriate.

Requirement	Detail
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	The meeting discussion/consultation of SACRE members identified that moving to a more local SACRE would enable greater membership from local faith and non-faith local communities, facilitating better representation and wider participation from locality areas in North Northamptonshire. This was perceived as a positive outcome of the proposal.
What processes are in place to monitor and review the impact of this proposal?	North Northamptonshire LA Officers, inclusive of the SACRE Advisor should an appointment to this role be successful, will work with SACRE to create a timeline for the change provided that this is approved by Executive on 14 th September 2023.
Who will approve this proposal? (Committee, CLT)	Executive will approve this proposal. This proposal will be share with current SACRE Members, the Executive Director of Children's Services (DCS), Assistant Director (AD) of Education, Corporate Leadership Team (CLT), Executive Advisory Panel (EAP) – Future Communities.

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 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 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.
Age Different age groups that may be affected by the proposal in different ways.	This proposal can be considered to have a positive impact upon all age ranges represented in the current SACRE and the NNC SACRE should this be approved. All colleagues currently part of SACRE will offer stability and experience going into the local SACRE, should this be approved, thus creating a strong transition.	Should the proposal be approved it is likely that in the local SACRE moving forward there will be opportunities created to invite new colleagues from faith and non-faith organisations. This should include a Youth SACRE which will broaden the reach to a further range of ages invited to be part of the local SACRE.	Positive impact

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	The promotion and fostering of good relationships will be at the heart of creating the local North Northamptonshire SACRE with stronger links being made from the local authority to all schools in North Northamptonshire, from local authority advisors to the local SACRE and from the local SACRE to the locality communities of North Northamptonshire.		
Sex Is one sex affected more than another or are they affected the same?	This proposal will not adversely affect one sex more than the other. SACRE recognises its responsibilities regarding the importance of equal representation so as to ensure a balanced view in every meeting.	SACRE will be inviting representation from more localised organisations in North Northamptonshire and in doing so will be keen to engender equal representation on the council board.	Neutral
Disability It is likely to have an effect on a particular type of disability. Why?	This proposal will not adversely affect anyone with a disability or anyone with a particular type of disability. All/any reasonable adjustments will be made for anyone that requires them if the proposal to establish a local SACRE is approved.	The benefits of a local SACRE will be for those members living in North Northamptonshire as they will be closer to home and therefore may be able to walk to or travel a shorter distance to the chosen location for the SACRE meetings. SACRE will ensure that all meetings and documents produced are in accordance to the inclusion guidance; for example, writing in clear plain English, etc...	Positive Impact
Gender Reassignment Will there be an impact on trans males and/or trans females?	It is not expected that this proposal will have a negative impact on this aspect.	This is an opportunity for SACRE to harmonise relations between people through actively promoting a broad representation of members from faith and non-faith organisations, inclusive	Neutral

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		of trans males or trans females, so as the local demography of North Northamptonshire is reflected.	
Race Are people from one ethnic group affected more than people from another ethnic group?	<p>The proposal of a local North Northamptonshire SACRE will foster the opportunity to invite faith and non-faith communities and ethnic groups onto the SACRE.</p> <p>This will promote better engagement opportunities reflective of the locality areas and NN multi-faith communities.</p>	<p>The anticipated improvements in engagement and the building of, in some cases, new relationships with more localised faith and non-faith groups will serve to promote a broad and representative approach to the work of SACRE, the revised curriculum offer and the relevant oversight of strategic support and guidance from SACRE.</p>	Neutral
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	<p>The proposal will not adversely affect this aspect</p> <p>A North Northamptonshire SACRE will be created if this proposal is approved. The board will require representation from local multi faith groups from the community including those with no faith. This will be inclusive of those from the LGBTQ+ communities in North Northamptonshire.</p>	<p>Through its work, SACRE promotes community cohesion and in doing so will want representation which will foster trust and good relationships between and within the diverse local community ensuring that the Agreed Syllabus is also reflective of this.</p> <p>This work will be continued through the 5 year cycles of the Agreed Syllabus reviews and also through effective liaison between SACRE and the newly appointed North Northamptonshire Local Authority SACRE Advisor whose role it is to work with schools to promote, support and challenge the high quality delivery and RE curriculum content</p>	Neutral


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Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably?	The proposal will not adversely affect this protected characteristic. SACRE's purpose, in moving to a North Northamptonshire SACRE, is to better reflect the local communities by inviting multi faith organisations and those with no faith to be represented on the board.	Different aspects of the community will be reflected in the work of SACRE, most importantly through their strategic duty to oversee the Agreed Syllabus and its relationship to community cohesion. This will be operationally lead in schools by the NN SACRE Advisor who has recently been appointed and who will be active in role from September 2023.	Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?	The proposal will not adversely affect this protected characteristic	Where there is a member of SACRE who may fall into this category, which is not the case at this time, appropriate safeguards will be applied for the individual.	Neutral
Religion or Belief Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?	The proposal will not affect people differently depending on whether they have or do not have a religion or a belief.	NN SACRE aims to bring those with a religion or belief together with those who do not have a religion or belief to ensure that this is reflective of the local community in which the SACRE is based.	Positive Impact
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).	Inevitably the work of the SACRE advisor, who will be part of the North Northamptonshire SACRE, will promote these aspects through the high quality teaching of RE and collective worship in schools, ensuring that the curriculum embraces these aspects alongside the Agreed Syllabus.	The LA SACRE Advisor will update, guide and inform SACRE on these aspects and continually develop them with schools and settings as well as ensure that any national changes in these areas are also included. The SACRE Advisor will also be expected to liaise with other departments within North Northamptonshire as part of their work, for	Positive Impact

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4. Environment (E.g. green spaces, fuel poverty, housing standards).		example the Healthy Schools team regarding diet, exercise, alcohol, smoking etc.	

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.	The overall impact on the protected groups is either positive or neutral meaning that there will not be a negative impact on anyone in these groups.
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	Not at this time.
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	Head of School Effectiveness
Lead officer's contact details	Jo.hutchinson@northnorthants.gov.uk
Lead officer's signature	

Question	Response
Date completed	31/07/2023

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