

## 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 of 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	Relocation Project due to the newly purpose-built primary school at the Glenvale Park site.
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 which will be undertaken for 4 weeks.
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"> <li>• Include factual evidence of how people in this group may be affected.</li> <li>• Consider the outcomes and processes.</li> <li>• Does this seek to <b>eliminate discrimination</b>?</li> <li>• Does this promote <b>fostering good relations</b>?</li> </ul>	<ul style="list-style-type: none"> <li>• What changes can be made to mitigate any negative impact?</li> <li>• Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face?</li> </ul>	Delete as appropriate. There can be more than one answer per protected group.
<b>Age</b> 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, Wilby and Glenvale Park. In North Northamptonshire according to the 2021 census year there are just over 70,000 people 15 years or under living in North Northants.	No barriers identified.	Positive
<b>Sex</b> Is one sex affected more than another or are they affected the same?	The relocated primary school will be mixed sex education.	All strategies, policies, interventions should be subject to an equality assessment.	Neutral
<b>Disability</b>	The new building will adhere to current Disability Discrimination Act (DDA) regulations.	The building is DDA compliant as per current building regulations. The new building will also provide adequate	Negative

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>It is likely to have an effect on a particular type of disability? Why?</p>		<p>breakout/teaching spaces for pupils with SEND. The school complies with its SEND Code of Practice which is reviewed annually. The school's accessibility plan will also cover adherence to accessibility for all staff and pupils.</p> <p>The relocation to Glenvale Park may mean a longer walk for some pupils with SEND. Children and young people with SEND are potentially entitled to free transport where it is deemed unreasonable to expect them to be able to walk to school due to their SEND.</p> <p>The further distance of travel to Glenvale Park may have implications for this group.</p>	<p>Delete as appropriate. There can be more than one answer per protected group.</p>
<p><b>Gender Reassignment</b> 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><b>Race</b> 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>In terms of race, there are EAL pupils who attend the school (English as an additional language). In line with usual policy management, the school will have</p>	<p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> <li>● Include factual evidence of how people in this group may be affected.</li> <li>● Consider the outcomes and processes.</li> <li>● Does this seek to <b>eliminate discrimination</b>?</li> <li>● Does this promote <b>fostering good relations</b>?</li> </ul>	<ul style="list-style-type: none"> <li>● What changes can be made to mitigate any negative impact?</li> <li>● Are there opportunities to <b>remove possible barriers or disadvantages</b> that a group may face?</li> </ul>	Delete as appropriate. There can be more than one answer per protected group.
<p><b>Sexual Orientation</b></p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	Sexual orientation will form no part of the criteria for school admissions purposes.	an anti-bullying policy which is reviewed annually.  Any incidents against staff or pupils are monitored and recorded if any incidents/microaggressions are reported. In line with usual policy management, the school will have an equality policy which is reviewed annually.	Neutral
<p><b>Marriage &amp; Civil Partnership</b></p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	Marriage or Civil Partnership is not part of the criteria for school admissions.	No barriers identified.	Neutral
<p><b>Pregnancy &amp; Maternity</b></p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, affected by this proposal?</p>	This proposal is not expected to impact Pregnancy and Maternity.	No barriers identified.	Neutral
<p><b>Religion or Belief</b></p> <p>Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?</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.	No barriers identified.	Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p><b>Health &amp; Wellbeing</b></p> <ol style="list-style-type: none"> <li>1. Health behaviours (E.g. diet, exercise, alcohol, smoking)</li> <li>2. Support (E.g. community cohesion, rural isolation)</li> <li>3. Socio economic (E.g. income, education).</li> <li>4. Environment (E.g. green spaces, fuel poverty, housing standards).</li> </ol>	<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>With Wilby being in a rural area the linked primary school which is often described as a catchment or designated area is Wilby CE VA Primary School.</p> <p>The NNC Admissions Prospectus is a tool for families understand the admissions process and also details all the schools in North Northamptonshire, it lists that the sibling criteria is listed as priority number 5 in the oversubscription criteria.</p> <p>The relocation to Glenvale Park may mean a longer walk to school for some pupils, which may have implications for some families.</p>	<p>Negative</p>

### 3: Equality Impact

Question	Response
<p>What overall impact does the proposal have on the protected groups?</p> <p>If a negative impact is identified anywhere in section 2, the response will be Negative Impact.</p>	<p>Negative impact</p>

Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	Yes
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	Learning, Skills and Education
Lead officer's name	Marsha Brown
Lead officer's job title	Project Manager
Lead officer's contact details	<a href="mailto:marsha.brown@northnorthants.gov.uk">marsha.brown@northnorthants.gov.uk</a>
Project Manager	Marsha Brown ( <a href="mailto:marsha.brown@northnorthants.gov.uk">marsha.brown@northnorthants.gov.uk</a> )
Lead Officers Signature	Marsha Brown
Date completed	11 <sup>th</sup> August 2023