



## 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 in relation to the Equality Screening Assessment	Determination of school admission arrangements for community and voluntary controlled schools in North Northamptonshire for September 2025-26 admissions.
Type of proposal: new policy / <b>change to policy</b> / new service / change to service / removal of service / project / event/ budget	Annual determination of school admission policies for the 2025 intakes. Proposed reduction in the published admission numbers (PANs) of five community schools.
What is the objective of this proposal?	It is a statutory requirement for admission authorities to determine the admission arrangements for their schools by 28 Feb each year for the next academic year. NNC is the admission authority for all community and voluntary controlled schools in the local authority area. NNC must consult if they are proposing to make any changes to their admission arrangements.

Requirement	Detail
<p>Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)</p>	<p>Yes. Consultation took place is from 15 November to 31 December 2023. In accordance with the requirements of the School Admissions Code (2021), the following groups must be consulted:</p> <ul style="list-style-type: none"> <li>a) parents of children between the ages of two and eighteen;</li> <li>b) other persons in the relevant area who in the opinion of the admission authority have an interest in the proposed admissions;</li> <li>c) all other admission authorities within the relevant area (except that primary schools need not consult secondary schools);</li> <li>d) whichever of the governing body and the local authority is not the admission authority;</li> <li>e) any adjoining neighbouring local authorities where the admission authority is the local authority</li> </ul>
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)</p>	<p>No</p>
<p>What processes are in place to monitor and review the impact of this proposal?</p>	<p>When changes are proposed to admission arrangements, all admission authorities must consult on their admission arrangements (including any supplementary information form) that will apply for admission applications the following school year.</p> <p>All admission authorities must determine their admission arrangements, including their PAN, every year, even if they have not changed from previous years and a consultation has not been required. Proposed changes must be consulted on prior to determination.</p> <p>Following determination of arrangements, any objections to those arrangements must be made to the Schools Adjudicator. Objections to admission arrangements must be referred to the Schools Adjudicator by 15 May in the determination year.</p>

Requirement	Detail
	Admission authorities review their admission arrangements annually.
Who will approve this proposal? (Committee, CLT)	Executive – Please state which Executive.

## 2: Equality Consideration

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

Protected Groups as indicated below.	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.	Not affected – The School Admissions Code (2021) to which local authorities and admission authorities must adhere, in itself seeks to eliminate any discrimination to any of the protected groups. By remaining compliant with the “Code” we are ensuring these groups are not affected.		Neutral
<b>Sex</b> Is one sex affected more than another or are they affected the same?	<p>The sex of the child, parent or carer does not form any part of the considerations for admission during this process.</p> <p>The sex of the child will form part of the criteria for single sex schools.</p>	Keep up-to-date with DfE guidance on sex/intersex admissions.	Neutral
<b>Disability</b>	Children with disabilities (who are suitable for mainstream education) will apply using the School Admissions application process.	If parents are refused a place at a school, they are entitled to appeal that decision. Parents have a statutory right to appeal against the	Positive

<p>Protected Groups as indicated below.</p>	<p>General Equality Duty Considerations</p> <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>	<p>Changes</p> <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>	<p>Impact</p> <p>Delete as appropriate. There can be more than one answer per protected group.</p>
<p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>Children who have Education, Health and Care plans (EHCPs) apply through a separate process.</p>	<p>refusal of a place at a school for which they have applied. An independent school admission appeals panel is established to hear each appeal. The panel decides whether a place can be offered at the school being appealed for.</p>	
<p><b>Gender Reassignment</b> Will there be an impact on trans males and/or trans females?</p>	<p>Gender reassignment of the child, parent or carer does not form any part of the considerations for admission during this process.</p>	<p>Gender neutral terms are used to ensure family/child do not feel excluded.</p>	<p>Positive</p>
<p><b>Race</b> Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>Race of the child, parent or carer does not form any part of the considerations for admission during this process.</p>	<p>The School Admissions Team do not currently collect data on the percentages of children who are allocated their first school preference in relation to their ethnic group – perhaps this is an area to look at in the future.</p>	<p>Neutral</p>
<p><b>Sexual Orientation</b> Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>Sexuality of the child, parent or carer does not form any part of the considerations for admission during this process.</p>		<p>Neutral</p>
<p><b>Marriage &amp; Civil Partnership</b> Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>N/A</p>		<p>Neutral</p>
<p><b>Pregnancy &amp; Maternity</b> Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?</p>	<p>N/A</p>		<p>Neutral</p>

Protected Groups as indicated below.	General Equality Duty Considerations	Changes	Impact
<p><b>Religion or Belief</b></p> <p>Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?</p>	<p>Schools designated by the Secretary of State as having a religious character (commonly known as faith schools) may use faith-based oversubscription criteria and allocate places by reference to faith where the school is oversubscribed.</p> <p>Schools designated by the Secretary of State as having a religious character (commonly known as faith schools) may use faith-based oversubscription criteria<sup>30</sup> and allocate places by reference to faith where the school is oversubscribed.</p> <p>NNC is not the admission authority for any schools with faith-based admission criteria.</p>		Neutral
<p><b>Health &amp; Wellbeing</b></p> <p>1. Health behaviours (E.g. diet, exercise, alcohol, smoking)</p> <p>2. Support (E.g. community cohesion, rural isolation)</p> <p>3. Socio economic (E.g. income, education).</p> <p>4. Environment (E.g. green spaces, fuel poverty, housing standards).</p>	<p>The admission arrangements include giving priority to looked after and previously looked after children. Schools may give priority in their admission oversubscription criteria to siblings of children already on roll at a school and priority may also be given can also be given to children of school staff to improve staff retention and recruitment.</p>	<p>Transport may be available for parents and they are informed about how to contact the School Transport Team/ how to apply. Late applications can result in children not being allocated their preferred school or having to travel further to get there.</p>	Positive

### 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
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No – no negative impact
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	No

### 4: Ownership

Question	Response
Directorate	Education
Service area	School Admissions
Lead officer's name	Jan Baines
Lead officer's job title	School Admissions Manager
Lead officer's contact details	Jan.Baines@northnorthants.gov.uk
Lead officer's signature	<i>Jan Baines</i>
Date completed	06/12/2023

Completed forms must be sent to [Equalities@northnorthants.gov.uk](mailto:Equalities@northnorthants.gov.uk)