



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>Not as yet. The statutory process governing school organisational changes of this nature, prescribes that an informal period of consultation be conducted for a minimum of 6 weeks (exclusive of school holiday periods), followed by a further statutory period of consultation of 4 weeks.</p> <p>The report to NNC's Executive Committee to which this ESA will be attached seeks approval to begin the initial period of consultation on this proposal.</p> <p>Should the Executive Committee approve the beginning of consultation on this matter, it is intended that the initial period of consultation will begin on 7th March and conclude on 29th April 2022.</p>
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)</p>	<p>N/A – consultation on this matter will be subject to approval being given on this proposal at the Executive meeting scheduled for 22nd December 2021.</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 feedback to the decision maker i.e. NNC's Executive Committee and be considered to any future decisions on the proposal being made.</p> <p>All feedback received will be provided to and considered by NNC's Executive Committee.</p> <p>The statutory process also prescribes that the following are statutory consultees during any period of consultation;</p>

Requirement	Detail
	<p>Governing Body of the school(s);</p> <p>Pupils at the school(s);</p> <p>Teachers and other staff at the school(s);</p> <p>Relevant Diocesan Authorities;</p> <p>Trade Union's with members at the school(s);</p> <p>Governing Bodies or Academy Trusts, teachers and other staff at schools that may be affected by the proposal;</p> <p>Any other LA likely to be affected by the proposal;</p> <p>Parents of pupils at any other school that may be affected by the proposal;</p> <p>The local MP;</p> <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?</p> <p>(Committee, CLT)</p>	<p>Executive Committee</p>

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
<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 it is likely that the two schools would co-locate onto one site, which could result in a longer journey to school for some current pupils. However, NNC would seek to mitigate against any perceived detriment in this respect by letting the consultation inform which school site would be used as a location for the amalgamated school.</p>	<p>NNC intend to utilise feedback from this protected characteristic received as part of the initial period of consultation to help shape this proposal, most notably in respect of the where any new school may be located.</p>	<p>Positive/Neutral</p>
<p>Sex</p> <p>Is one sex affected more than another or are they affected the same?</p>	<p>It is not considered that the proposal to launch a consultation on the proposal to amalgamate these</p>	<p>N/A</p>	<p>Neutral</p>

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.
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	Should the proposal be progressed any works required to ensure a newly amalgamated school complies with the Disability and Discrimination Act 2010 will be conducted (if required) once a site for the 'new' school has been identified.	N/A	Neutral
<p>Gender Reassignment</p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>Admissions to the proposed 'new' primary school will be based on the existing admission criteria for each school. The school will not select pupils on gender.</p> <p>It is not considered that the proposal to launch a consultation on the proposal to amalgamate these schools will have any impact on this protected characteristic.</p>	N/A	Neutral
<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	Admissions to the proposed 'new' primary school will be based on the existing admission criteria for	N/A	Neutral

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.
	<p>each school. The school will not select pupils based upon ethnicity.</p> <p>It is not considered that the proposal to launch a consultation on the proposal to amalgamate these schools will have any impact on this protected characteristic.</p>		
<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 launch a consultation on the proposal to amalgamate these 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 launch a consultation on the proposal to amalgamate these 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 launch a consultation on the proposal to amalgamate these</p>	N/A	Neutral

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.
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 launch a consultation on the proposal to amalgamate these 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 launch a consultation on the proposal to amalgamate these schools will have any impact on this protected characteristic.		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 – not at this stage. A full Equality Impact Assessment may be required as part of the future decision making process relating to this proposal. That requirement will be informed by feedback received during the initial period of consultation. If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment.
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	14/12/21

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