



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	School admission arrangements for community and voluntary controlled schools in North Northants for 2023 admissions and agreement of primary and secondary co-ordinated schemes for 2023 admissions
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Annual determination of school admission policies – this is for the 2023 intakes. Small change to policy. Agreement of co-ordinated schemes – produced annually for the next year of admissions. Dates are amended annually and this year we have proposed to remove time from closing dates.
What is the objective of this proposal?	Statutory requirement to determine admission arrangements by 28 Feb each year for the next academic year (admission arrangements are set annually) and to agree the co-ordinated

Requirement	Detail
	<p>schemes for admission to the normal point of entry to Primary (including Infant and Junior) and Secondary schools – must be agreed annually with timetable for the schemes.</p> <p>Consultation to any changes has been carried out.</p>
<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 from 8 November to 31 December 2021. As per the School Admissions Code (2021), the following groups were consulted:</p> <ul style="list-style-type: none"> a) parents of children between the ages of two and eighteen; b) other persons in the relevant area who in the opinion of the admission authority have an interest in the proposed admissions; c) all other admission authorities within the relevant area (except that primary schools need not consult secondary schools); d) whichever of the governing body and the local authority is not the admission authority; e) any adjoining neighbouring local authorities where the admission authority is the local authority
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)</p>	<p>No – no comments or objections received.</p>
<p>What processes are in place to monitor and review the impact of this proposal?</p>	<p>Admission arrangements are reviewed annually and are set for a single academic year – any proposed changes must be consulted on prior to determination. Co-ordinated schemes are also reviewed annually and the dates in the scheme timetable are adjusted for the new admission year.</p>
<p>Who will approve this proposal?</p>	<p>Executive</p>

Requirement	Detail
(Committee, 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
<p>Age</p> <p>Different age groups that may be affected by the proposal in different ways.</p>	<p>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.</p>		<p>Neutral</p>
<p>Sex</p> <p>Is one sex affected more than another or are they affected the same?</p>	<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 sex specific school.</p>	<p>Keep up-to-date with DFE guidance on sex/intersex admissions.</p>	<p>Neutral</p>
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>Children with managed disabilities will apply within this admissions process. Children with an EHCP will use another process.</p>	<p>An applicant with a managed disability who does not have an EHCP will have the opportunity to appeal against a decision to</p>	<p>Positive</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.
Gender Reassignment Will there be an impact on trans males and/or trans females?	Gender of the child, parent or carer does not form any part of the considerations for admission during this process.	refuse a place. An appeals panel will look at their case on an individual basis. Gender neutral terms to be used, to ensure family/child do not feel excluded.	Positive
Race Are people from one ethnic group affected more than people from another ethnic group?	Race of the child, parent or carer does not form any part of the considerations for admission during this process.		Neutral
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	Sexuality of the child, parent or carer does not form any part of the considerations for admission during this process.		Neutral
Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably?	The relationship status of a parent or carer does not form any part of the considerations for admission during this process.		Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?	N/a		Neutral
Religion or Belief Does the proposal effect people differently depending on whether they	The Religion or Belief of the child, parent or carer does not form any part of the considerations for admission during this process.		Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
have or do not have a religion or a belief?			
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).	The admission arrangements include giving priority to Looked after and previously looked after children. Some priority is also usually given to siblings of children already on roll and can also be given to children of school staff to improve staff retention and recruitment.		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.)	Yes
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	18.01.2022

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