



**West  
Northamptonshire  
Council**

## 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 results in a negative impact must have a full Equality Impact Assessment completed before approval is sought.

### 1: Proposal

Requirement	Detail
Title of proposal	School admission arrangements for 2023 and agreement of primary and secondary co-ordinated schemes
Type of proposal: New policy / change to policy / new service / change to service / removal of service / project / event	Annual determination of school admission policies – this is for the 2023 intakes. Small change to policy. Sign off on co-ordinated schemes – produced annually for the next year of admissions. Dates changes and change 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 schemes for admission to the normal point of entry to Primary

Requirement	Detail
	(including Infant and Junior) and Secondary schools – must be agreed annually with timetable for the schemes. Consultation to any changes has been carried out.
<p>Has there been any 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"> <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 – 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? Committee, CLT</p>	<p>Cabinet</p>

## 2: Equality Consideration

Consider in turn each protected group to ensure we meet our legal obligations of the Equality Act (2010).

<b>Protected Groups</b>	<b>General Equality Duty Considerations:</b> <ul style="list-style-type: none"> <li>• Include factual evidence of how some 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>	<b>Changes</b> <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>	<b>Impact</b> 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?	Not affected		Neutral
<b>Disability</b> It is likely to have an affect on a particular type of disability? why?	Not affected		Neutral
<b>Gender Reassignment</b> Will there be an impact on trans males and/or trans females?	Not affected		Neutral

<b>Protected Groups</b>	<b>General Equality Duty Considerations:</b> <ul style="list-style-type: none"> <li>• Include factual evidence of how some 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>	<b>Changes</b> <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>	<b>Impact</b> Delete as appropriate. There can be more than one answer per protected group.
<b>Race</b> Are people from one ethnic group affected more than people from another ethnic group?	Not affected		Neutral
<b>Sexual Orientation</b> Are people of one sexual orientation affected differently to people of another sexual orientation?	Not affected		Neutral
<b>Marriage &amp; Civil Partnership</b> Are people in a Marriage or Civil Partnership treated less favourably?	Not affected		Neutral
<b>Pregnancy &amp; Maternity</b> Are people who are pregnant, or have a baby of 6 months or less, affected by this proposal?	Not affected		Neutral
<b>Religion or Belief</b> Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?	Not affected		Neutral
<b>Health &amp; Wellbeing</b>	Not affected		Neutral

Protected Groups	General Equality Duty Considerations:	Changes	Impact
1. Health behaviours: diet, exercise, alcohol, smoking. 2. Support: community cohesion, rural isolation. 3. Socio economic: income, education. 4. Environment: green spaces, fuel poverty, housing standards)	<ul style="list-style-type: none"> <li>• Include factual evidence of how some 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.

### 3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified in section 2, the response will be a Negative Impact.	No Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found)	No
Copy attached to Committee Report?	Yes
Copy attached to Options Appraisal?	No

## 4: Ownership

Question	Response
Department	Education
Section	School Admissions
Lead Officers Name	Jan Baines
Lead Officers Title	School Admissions Manager
Lead Officers Contact Details	Jan.Baines@northnorthants.gov.uk
Lead Officers Signature	<i>Jan Baines</i>
Date completed	06/01/21

Completed forms must be sent to the Equality Office via email to by email to [equalities@westnorthants.gov.uk](mailto:equalities@westnorthants.gov.uk)