

## 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 for 2024 intakes.
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Annual determination of school admission arrangements – this is for the 2024 intakes. No changes to admission arrangements from 2023.
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)
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	None required
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?	Admission arrangements are reviewed annually and are set for a single academic year – any proposed changes must be consulted on prior to determination.

Requirement	Detail
Who will approve this proposal? (Committee, SLT)	Cabinet

## 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.	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 effect on a particular type of disability? Why?	Not affected		Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p><b>Gender Reassignment</b></p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>Not affected</p>		<p>Neutral</p>
<p><b>Race</b></p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>Not affected</p>		<p>Neutral</p>
<p><b>Sexual Orientation</b></p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>Not affected</p>		<p>Neutral</p>
<p><b>Marriage &amp; Civil Partnership</b></p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>Not affected</p>		<p>Neutral</p>
<p><b>Pregnancy &amp; Maternity</b></p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?</p>	<p>Not affected</p>		<p>Neutral</p>
<p><b>Religion or Belief</b></p> <p>Does the proposal effect people differently depending on whether they</p>	<p>Not affected</p>		<p>Neutral</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
have or do not have a religion or a belief?			Delete as appropriate. There can be more than one answer per protected group.
<b>Health &amp; Wellbeing</b> 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).	Not affected		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
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	No

## 4: Ownership

<b>Question</b>	<b>Response</b>
Directorate	Education
Service area	School Admissions
Lead officer's name	Jo Savage
Lead officer's job title	Team Leader
Lead officer's contact details	<a href="mailto:Jo.savage@westnorthants.gov.uk">Jo.savage@westnorthants.gov.uk</a>
Lead officer's signature	<i>Jo Savage</i>
Date completed	08.12.2022

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