



## 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	Free school presumption process for a new two form of entry primary school at; Glenvale Park, Wellingborough, Northampton
Type of proposal: New policy / change to policy / new service / change to service / removal of service / project / event	New service
What is the objective of this proposal?	To appoint an Academy Sponsor to run the new school, in accordance with the 'Free School Presumption' regulations stipulated by the Department for Education.
Has there been any consultation on this proposal? (list all the groups / communities, including dates)	N/A
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	No

Requirement	Detail
What processes are in place to monitor and review the impact of this proposal?	The success of the new school will be monitored by Ofsted in accordance with national processes for measuring school performance.
Who will approve this proposal? (Committee, CLT)	Executive Director of Children's Services/CLT.

## 2: Equality Consideration

Consider in turn 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 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.
<b>Age</b> Different age groups that may be affected by the proposal in different ways.	This is a primary school and will educate children aged between 4 and 11 years of age. The new primary school will provide education to the children who reside within the Glenvale Park SUE development.		Positive
<b>Sex</b> Is one sex affected more than another or are they affected the same?	The school will be co-educational and will not select pupils based on sex.	The school will be required to follow the statutory guidance from the School Admissions Code and have an approved admissions policy.	Neutral


Protected Groups	General Equality Duty Considerations	Changes	Impact
<p><b>Disability</b></p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>The new building will adhere to current Disability Discrimination Act (DDA) regulations.</p>		Positive
<p><b>Gender Reassignment</b></p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>Places are not allocated at the school based on the sex of pupils.</p>		Neutral
<p><b>Race</b></p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>Admission to the school will be based on the approved admission criteria. The school will not select pupils on either race or ethnicity.</p>		Neutral
<p><b>Sexual Orientation</b></p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>Sexual orientation will form no part of the criteria for school admissions purposes.</p>		Neutral
<p><b>Marriage &amp; Civil Partnership</b></p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>Marriage or Civil Partnership is not part of the criteria for school admissions.</p>		Neutral
<p><b>Pregnancy &amp; Maternity</b></p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, affected by this proposal?</p>	<p>This proposal is not expected to impact on Pregnancy &amp; Maternity</p>		Neutral

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p><b>Religion or Belief</b></p> <p>Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?</p>	<p>Sponsor for school is yet to be determined</p>	<p>Until the Free School Presumption process is complete, it is not known who the sponsor for the school will be and whether the school will have any religious affiliation. There are schools currently in Wellingborough with religious affiliation allowing parents to choose a school based on their Religion or Belief (or No Belief).</p>	<p>Neutral</p>
<p><b>Health &amp; Wellbeing</b></p> <p>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)</p>	<p>This primary school, will promote a fit and healthy lifestyle as in line with the national curriculum. The primary school facilities will include a playing field and sports hall.</p> <p>The school has been designed to form a vocal point within the local community, promoting community cohesion.</p> <p>This school will support the local economy, provide education and local school places for local children.</p>		<p>Positive</p>

### 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 Negative Impact.	No Impact / Positive 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?	Yes / No

### 4: Ownership

Question	Response
Department	School Place Planning
Section	Children, Families & Education
Lead Officer's Name	Chris Wickens
Lead Officer's Title	Head of School Place Planning and School Admissions
Lead Officer's Contact Details	<a href="mailto:Chris.Wickens@NorthNorthants.gov.uk">Chris.Wickens@NorthNorthants.gov.uk</a>
Lead Officer's Signature	
Date completed	14 <sup>th</sup> December 2021

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