



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 | Proposal for a new Secondary Free School at Hanwood Park, Kettering, Northamptonshire. |
| Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget | New service |
| What is the objective of this proposal? | To decide on whether the new school should be a single (boys) or mixed sex provision |
| Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates) | Yes there will be a consultation on this proposal. Dates: 23rd January - 5th March (midnight) 2023 Groups: local residents, parent/guardian of a secondary pupil, parent/guardian of a primary pupil, young person of school age, provider of services to secondary schools, voluntary/community/charitable organisations, North |

| Requirement | Detail |
|---|---|
| | Northamptonshire Councillors, Town/Parish Councillors, educational professionals, community/residents |
| 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? | 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

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"> • 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. |
| Age Different age groups that may be affected by the proposal in different ways. | This is a secondary school and will educate children aged 11-18 years of age. The new secondary school will provide education to children within the Kettering area and Hanwood Park. | | Positive |
| Sex Is one sex affected more than another or are they affected the same? | Single (boys) sex or mixed sex education is the basis of this proposal. | The school will be required to follow the statutory guidance from the School Admissions | 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. |
| Disability It is likely to have an effect on a particular type of disability? Why? | The new building will adhere to current Disability Discrimination Act (DDA) regulations. | Code and have an approved admissions policy. | Positive |
| Gender Reassignment Will there be an impact on trans males and/or trans females? | Single (boys) sex or mixed sex education is the basis of this proposal. | | Neutral |
| Race Are people from one ethnic group affected more than people from another ethnic group? | Admission to the school will be based on the approved admission criteria. The school will not select pupils based on either race or ethnicity. | | Neutral |
| Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation? | Sexual orientation will form no part of the criteria for school admissions purposes. | | Neutral |
| Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably? | Marriage or Civil Partnership is not part of the criteria for school admissions. | | Neutral |
| Pregnancy & Maternity | This proposal is not expected to impact Pregnancy and Maternity. | | 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. |
| Are people who are pregnant, or have a baby of 6 months old or younger, affected by this proposal? | | | |
| Religion or Belief Does the proposal affect people differently depending on whether they have or do not have a religion or a belief? | The school sponsor has been determined and there will be no religious affiliations to the new school. | | 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). | This secondary school will promote healthy lifestyles in line with the national curriculum. The secondary school facilities will include a playing field and sports hall. This school will support the local economy, provide education and local school places for local children. | | 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 / Positive Impact |
| Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.) | No |
| Copy attached to relevant report? | Yes |

| Question | Response |
|--|----------|
| Is this document going to be published with the relevant report? | Yes |

4: Ownership

| Question | Response |
|--------------------------------|--|
| Directorate | Children's Services |
| Service area | Education Capital Team |
| Lead officer's name | Marsha Brown |
| Lead officer's job title | Project Manager |
| Lead officer's contact details | marsha.brown@northnorthants.gov.uk |
| Lead officer's signature | M Brown |
| Date completed | 17th January 2023 |

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