

Fairness and Equalities Impact Assessments F&EIA (2014)

This form provides an assessment of a policy or proposed change to see whether it promotes fairness and equality, eliminates any unintended discrimination and has positive outcomes for the population of Newport. This Impact Assessment should be used to affect policy and service planning decisions.

In Newport we focus on Fairness through the following themes: Health, Poverty, Skills and Work, Domestic Abuse and Tackling Area Based Deprivation.

Our Equalities focus is taken from the Equalities Act 2010: we consider the nine protected equalities characteristics- age, gender reassignment, disability, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation. We also consider promoting the Welsh language.

This assessment provides evidence that we have considered the General Equality Duty (below) in our decisions, to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity and
- Foster good relations

Service Area Education	Head of Service: James Harris	Person responsible for the assessment: Deborah Weston	Date of Assessment: 28 th November 2014 Version (if applicable) 1
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1. What is the service/ policy being assessed?

The statutory School Admissions Code outlines that LAs must consult each year on the admission arrangements for those schools for which they are the admission authority. This consultation must be in writing and must cover the full details of proposed admission arrangements for each school. This consultation must not start before the beginning of the determination year (1st September) and must be completed by 1st March of that determination year. The statutory code does not prescribe the length or method of consultation, but does provide a comprehensive list of those bodies with which admission authorities must and should consult.

2. What is the purpose of the policy/ service change?

To ensure fairness and equity for all pupils in a robust and transparent school admissions process. In particular, the three amendments proposed are as follows:

- To change the way in which the Council will deal with applications from multiple birth children to ensure that they are not treated more favourably than other children, but equally are not disadvantaged, and;
- To provide further information and clarification as to how the Council will process and resolve applications that are assessed under the home to school distance criterion.

3. Protected Characteristics

Protected Characteristic	Who are the customers/service users?	If we take this decision what is the potential impact? The impact may be either positive or negative. Explain in what way they may be affected and the evidence of this	Action Plan to address issues raised What changes or practical measures would reduce adverse impact on particular groups. What changes would increase positive impacts e.g. improve access or opportunity May be revisited post consultation	Who will be responsible?	Timeframe to review
Age	Pupils seeking admission to school between the ages	Under the current policy, multiple birth children are given	No further action required other than that highlighted in the previous column. This will be	Education Business Manager /	September 2015

	of 3 - 16	<p>priority in the Council's over-subscription criteria and this points towards positive discrimination and unfair advantage when compared to single-birth children</p> <p>The proposal aims to remove this advantage. However there will be a caveat in that if the last child to be admitted to a school after application of the over-subscription is one of a multiple-birth, then the other multiple birth siblings will also be admitted. This means that families are not disadvantaged at the prospect of having to send their children to different schools.</p> <p>The clarification</p>	fully outlined in the Parents Information Handbook for 2016 when this is published in September 2015.	School Admissions Manager / Integrated Transport Unit Manager	
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		regarding the resolving of applications determined under the home to school distance tie-break will provide further transparency within the process.			
Gender reassignment	Not applicable				
Disability	Pupils seeking admission to school between the ages of 3 - 16	<p>The proposal aims to remove the positive advantage currently afforded to multiple birth children, and will ensure that all children are treated equally.</p> <p>The clarification regarding the resolving of applications determined under the home to school distance tie-break will provide further transparency within the process.</p>	No further action required other than that highlighted in the previous column. This will be fully outlined in the Parents Information Handbook for 2016 when this is published in September 2015.	Education Business Manager / School Admissions Manager / Integrated Transport Unit Manager	September 2015
Marriage/Civil Partnership	Not applicable				

Pregnancy and Maternity	Not applicable				
Race	Pupils seeking admission to school between the ages of 3 - 16	<p>The proposal aims to remove the positive advantage currently afforded to multiple birth children, and will ensure that all children are treated equally.</p> <p>The clarification regarding the resolving of applications determined under the home to school distance tie-break will provide further transparency within the process.</p>	No further action required other than that highlighted in the previous column. This will be fully outlined in the Parents Information Handbook for 2016 when this is published in September 2015.	Education Business Manager / School Admissions Manager / Integrated Transport Unit Manager	September 2015
Religion/belief (or the absence of)	Pupils seeking admission to school between the ages of 3 – 16	<p>The proposal aims to remove the positive advantage currently afforded to multiple birth children, and will ensure that all children are treated equally.</p> <p>The clarification</p>	<p>The revised policy will be fully outlined in the Parents Information Handbook for 2016 when this is published in September 2015.</p> <p>Officers will work with the Governing Bodies of VA schools to seek parity.</p>	Education Business Manager / School Admissions Manager / Integrated Transport Unit Manager	September 2015

		<p>regarding the resolving of applications determined under the home to school distance tie-break will provide further transparency within the process.</p> <p>For information however, parents seeking faith-based education at voluntary aided schools are required to apply to the relevant Governing Body which is responsible for their own admission policy and arrangements. Individual policies on multiple birth children and home to school distance determinations may differ to that proposed by the Council.</p>			
Sex	Not applicable				

Sexual Orientation					
Welsh language	Pupils seeking admission to school between the ages of 3 – 16	<p>The proposal aims to remove the positive advantage currently afforded to multiple birth children, and will ensure that all children are treated equally.</p> <p>The clarification regarding the resolving of applications determined under the home to school distance tie-break will provide further transparency within the process.</p>	No further action required other than that highlighted in the previous column. This will be fully outlined in the Parents Information Handbook for 2016 when this is published in September 2015.	Education Business Manager / School Admissions Manager / Integrated Transport Unit Manager	September 2015

4. Who has the service consulted regarding the proposed change? When should new consultation take place?

NB: It is essential that service users and other interested parties are involved in the planning process at the earliest opportunity. Consultation and at this stage should be along broad themes, rather than specific proposals. It is appropriate to ask what services are valued, how services could be changed and / or what could be done differently within a specific range of services. This feedback should then inform your business case proposals and the F&EIA. However, you will also have to note here the specific groups you will need to consult with once proposals are formulated and the timescales for doing so.

Before issuing the consultation document, the Council will consult with its' Admission Forum. The Admission Forum is a statutory committee and has a key role in ensuring a fair admission system that does not disadvantage one child compared with another and is straightforward and easy for parents to understand. The core membership of the Admission Forum is set out in the regulations

and consists of members and officers of the LA, representatives from the Roman Catholic and Church in Wales dioceses, nominees from community, voluntary controlled and voluntary aided schools, parent governors along with up to 3 representatives on the local community (currently Early Years, GEMS and SEN).

As per the advice contained in the Code, formal consultation will be carried out with the Headteacher and Governing Bodies of all schools in Newport, all neighbouring LAs and the admission authorities for all other maintained schools within Newport. The Council will also issue a press release to alert the public and update the website and other social media outlets.

5. What evidence/ data has been used to complete this F&EIA (This will include local and national guidance)

- The statutory Welsh Government School Admissions Code;
- The Council's current Admissions and Home to School Transport policies;
- Feedback from officers and service users.

6. How will the relevant groups be advised of the changes and the F&EIA?

The consultation will be carried out as per the response to question 4 above.

Following the end of the consultation process, the responses will be collated and shared with the Admission Forum for final determination by 15th April 2015.

Details of the determined arrangements will be communicated to all those parties with whom consultation was carried out by 29th April 2015 and will be included in the Parents Information Handbook 2016-17 when it is published in September 2015.

7 How will the policy/ practice make Newport more or less fair in relation to:

- Health Inequalities
- Child Poverty
- Skills and Work
- Tackling Domestic Violence
- Alcohol and Substance misuse

- Homelessness
- Armed Forces Veterans

Not applicable

8. How will the service / policy affect local areas of the city?

Will it have a positive or negative impact in terms of fairness and addressing local area deprivation (you will need to use spatial data available through the Newport Profile and specific Ward Profiles to address this question)?

Not applicable – the policy change is City wide.

9. In summary, how does the changed service /policy promote good community relations (cohesion)?

Not applicable

10. In summary, how does the changed service /policy promote equality?

Under the current policy, multiple birth children are given priority in the Council's over-subscription criteria and this points towards positive discrimination and unfair advantage when compared to single-birth children

The proposal aims to remove this advantage. However there will be a caveat in that if the last child to be admitted to a school after application of the over-subscription is one of a multiple-birth, then the other multiple birth siblings will also be admitted. This means that families are not disadvantaged at the prospect of having to send their children to different schools.

11. In summary, how does the changed service /policy eliminate discrimination?

Under the current policy, multiple birth children are given priority in the Council's over-subscription criteria and this points towards positive discrimination and unfair advantage when compared to single-birth children

The proposal aims to remove this advantage. However there will be a caveat in that if the last child to be admitted to a school after application of the over-subscription is one of a multiple-birth, then the other multiple birth siblings will also be admitted. This means that families are not disadvantaged at the prospect of having to send their children to different schools.

Completed by/ Date: Deborah Weston, Education Business Manager / 28th November 2014

Signed off by/ Date:



Signed off by/ Date: 28th November 2014

James Harris, Chief Education Officer



