

Fairness and Equalities Impact Assessments F&EIAs (2015)

This form presents evidence that equalities, Welsh language and fairness have been considered when taking policy and service delivery decisions in Newport City Council.

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.

Under the General Equality Duty we have a duty to:

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

across the nine protected characteristics.

Under the Welsh Language Measure 2011 the Welsh language cannot be treated any less favourably than the English language

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

Service Area	Head of Service	Person responsible for the Assessment:	Date of Assessment
Education	James Harris	Joanne Lee	January 2017

1. What is the policy/ service being assessed?

This Equality Impact Assessment relates to the Council's School Admissions Policy, which when determined will define the admission arrangements for all community and voluntary controlled schools in Newport for 2018. The specific sections to be assessed for change are:

- The nursery admissions process
- An addition to the oversubscription criteria to afford priority to children placed on the Child Protection register who are recommended by Social Services

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

The reasons for the proposed changes to the policy are:

- To ensure fairness and equity for all pupils;
- To prioritise vulnerable children for admission where places are available;
- To provide a robust and efficient school admissions service

Specifically in relation to the nursery admissions process:

There are three points at which a child can enter nursery, stipulated as the term following their third birthday i.e. January or April (known as a Rising 3 place) and September.

In effect this is one nursery place but by law, older children are eligible for an earlier start, if places are available.

Currently within the admissions timetable Rising 3 (R3) places are allocated in a separate process prior to the allocation of

September places but once allocated an R3 place, the child is expected to continue the placement until they are of Reception age.

As summer-born pupils are not eligible for an R3 place, they must apply for September in a separate application window, after R3 allocations have taken place. The impact is that fewer places are available in this second window, which is a disadvantage.

The proposed method addresses this by allocating September places first and only if the allocated pupils are eligible and places are available is an early start offered.

3. Protected Characteristics

Protected Characteristic	Who are the customers/service users/ potential service users?	<p>If we take this decision what is the potential impact?</p> <p>The impact may be either positive or negative</p> <p>Explain how people may be affected and give the evidence for this</p>	<p>Action Plan to address issues raised</p> <p>What changes or practical measures would reduce adverse impact on particular groups?</p> <p>What changes would increase positive impacts e.g. improve access or opportunity?</p> <p>May be revisited post consultation</p>	Who is responsible?	Timeframe to review
Age	Pupils aged 3 to 16 seeking admission to school in 2018	<p>The proposed method of nursery admission addresses the inequality for summer-born children by allocating September places first and only if the allocated pupils are eligible (and places are available) is an early start offered.</p> <p>This does not reduce the number of R3 places available but should ensure that all pupils have equal</p>	At this stage no action is required as a full consultation exercise on admission arrangements for 2018 will be carried out, as described in Section 4	School Admissions Manager	September 2018

		access to a nursery place and that movement between schools is minimised to avoid disruption to both pupils and the wider nursery class or school.			
Gender reassignment	Not applicable				
Disability	Pupils aged 3 to 16 seeking admission to school in 2018	There is no disproportionate impact for pupils with regard to disability			
Marriage/Civil Partnership	Not applicable				
Pregnancy and Maternity	Not applicable				
Race	Pupils aged 3 to 16 seeking admission to school in 2018	There is no disproportionate impact for pupils with regard to race			
Religion/belief (or the absence of)	Pupils aged 3 to 16 seeking admission to a faith school in 2018	Three of Newport's voluntary aided schools have a nursery, all of which have confirmed that they are also seeking to make the same amendments to their school admissions policy for 2018. Consequently there is no disproportionate impact for pupils			

		with regard to religion/belief (or the absence of)			
Sex	Pupils aged 3 to 16 seeking admission to school in 2018	There is no disproportionate impact for pupils with regard to sex			
Sexual Orientation	Not applicable				
Welsh language	Pupils aged 3 to 16 seeking admission to school in 2018	There is no disproportionate impact for pupils with regard to the Welsh Language			

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 at an initial stage should be along broad themes. It is appropriate to ask what services are valued, how services could be changed and or what could be done differently. This feedback should then inform your business case proposals and the F&EIA. When specific proposals have been drawn up, they too will need to be consulted upon. All stakeholders and their views need to be represented.

Headteachers of all Newport primary schools, the Early Years Development and Childcare Partnership and the Council's Child Protection Officer have been consulted on the concept of changes to the school admission policy prior to inclusion in the consultation on admission arrangements for 2018.

Additionally, the Council has consulted with its' School Admissions Forum in November 16, a statutory committee which has a key role in ensuring a fair admission system. The core membership of the Admission Forum is set out in the regulations and consists of members and officers of the Council, representatives from the Roman Catholic and Church in Wales dioceses, nominees from community, voluntary controlled and voluntary aided schools, parent governors along with representatives of the local community (currently Early Years, Gwent Education Minority-ethnic Service and Special Educational Needs).

In accordance with the Welsh Government School Admissions Code, formal consultation will be carried out with all Newport schools and Governing Bodies, all neighbouring LAs and the admission authorities for all other maintained schools within Newport. The Council will also issue a press release and publicise the consultation via social media.

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

- Welsh Government School Admissions Code
- NCC School Admissions Policy 2017
- Feedback from service users, officers, schools and neighbouring Welsh LAs

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

- Through the formal consultation on admission arrangements for 2018;
- Through publication of the determined school admission policy 2018 within the normal admission round;
- Through publicity for the 2018 admissions round via the usual channels, such as posters, press articles and social media.
- Through partner groups such as the EYDCP, the Family Information Service and Flying Start.

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**

The proposed changes aim to make application of the School Admissions Policy fairer and support the Future Generations Act 2015, forming part of the long term Education Service Plan to improve the quality of education provision and access to a range of quality learning pathways by providing effective and appropriate provision for pupils of nursery and statutory school age. The School Admissions Policy will continue to support parental preference whilst managing demand for school places within Newport's burgeoning population.

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 as the policy change is city-wide

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

The proposals do not alter the fact that the current admission arrangements promote community cohesion by being inclusive of all faiths and beliefs.

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

Specifically in relation to the nursery admissions process:

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In effect this is one nursery place but by law, older children are eligible for an earlier start, if places are available.

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The proposed method addresses this by allocating September places first and only if the allocated pupils are eligible and places are available is an early start offered.

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

As 10 above

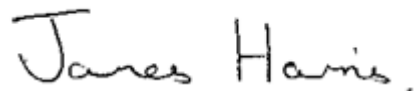
Completed by: School Admissions Manager

Date: 3 January 2017

A handwritten signature in cursive script that reads "Glee".

Signed off by: Chief Education Officer

Date: 3 January 2017

A handwritten signature in cursive script that reads "James Harris".