

APPENDIX 4 – EQUALITY IMPACT ASSESSMENT

Title of proposed EIA	Admission arrangements for council schools
Reference No	EQUA462 of 27/01/2020 Reviewed and updated 08/06/2021 and 03/12/2021
EA is in support of	Amended Policy
Review Frequency	Annually
Date of first review	02/01/2023
Directorate	Education and Skills
Division	Education and Early Years
Service Area	School Admissions, Attendance, Exclusions and Pupil Tracking
Responsible Officer(s)	<input type="checkbox"/> Alan Michell
Quality Control Officer(s)	<input type="checkbox"/> Alan Michell
Accountable Officer(s)	<input type="checkbox"/> Lisa Fraser

Purpose of proposal	1.1 All admission authorities, of which Birmingham City Council is one, are required to set ('determine') admission arrangements annually by 28 February. The arrangements so determined will apply to the next-but-one academic year
Data sources	Consultation Results; relevant reports/strategies; Statistical Database (please specify)
Please include any other sources of data	Impulse and annual returns to Department for Education, previous consultation feedback, OSA judgments/advice and school places sufficiency plan
ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	
Protected characteristic: Age	Service Users / Stakeholders; Wider Community
Age details:	<p>The policy is designed to manage admission arrangements (that apply to council schools and the co-ordinated scheme) for pupils of reception and statutory school age.</p> <p>Children will move school/into school based on age. This includes into reception, infant to junior and secondary school as per the published arrangements.</p> <p>At reception age there is the opportunity for deferred and part-time entry and to start school outside of the normal age range if requested by parents.</p> <p>Age is considered across the different phases and processes as per national policy including the School Admission Code (2021).</p> <p>There is no adverse impact expected in applying the arrangements based on a child's age.</p>
Protected characteristic: Disability	Service Users / Stakeholders; Wider Community
Disability details:	Children are admitted to schools via the admission arrangements irrespective of disability aside from children who require an Education,

Health and Care Plan (EHCP).

Children subject to an EHCP will normally have a named school that they are required to be admitted to as reflected in the admission arrangements which support the School Admissions Code (2021).

This decision (of a named school) is subject to consultation with parents and carers and schools. The Code makes it clear that discrimination against children with a disability or any special educational need is contrary to the law and specifically the Equality Act (2010).

There are no changes to the arrangements/scheme that have any impact including any adverse impact on children with disabilities.

Children with an EHCP and named mainstream school will be offered that school as part of the normal transfer round.

Protected characteristic: Sex

Service Users / Stakeholders; Wider Community

Gender details:

There are single sex schools within the school estate.

The admission arrangements and co-ordinated scheme apply the required processes to allocate school places in-year and via the transfer round to allocate places as per the School Admission Code (2021) and related legislation to all schools including single sex schools.

There is no adverse impact expected of the proposed changes to the scheme and arrangements (which do not impact directly on gender).

Protected characteristics: Gender Reassignment

Service Users / Stakeholders; Wider Community

Gender reassignment details:

There are single sex schools within the school estate.

The admission arrangements and co-ordinated scheme simply apply the required processes to allocate school places in-year and via the transfer round to allocate places as per the School Admission Code (2021) and related legislation to all schools.

There is no adverse impact expected of the proposed changes to the scheme and arrangements (which do not impact directly on gender reassignment) and no adverse impact reported in this area previously.

Protected characteristics: Marriage and Civil Partnership

Service Users/ Stakeholders; Wider Community

Marriage and civilpartnership details:

There are no changes in either the arrangements or scheme that impact in any way on marriage or civil partnership.

There is no adverse impact as confirmed previously.

Protected characteristics: Pregnancy and Maternity

Service Users / Stakeholders; Wider Community

Pregnancy and maternity details:

There are no changes in either the arrangements or scheme that impact in any way on pregnancy and

maternity.

There is no adverse impact as reported previously

Protected characteristics: Race

Race details:

Service Users / Stakeholders; Wider Community

There are no changes to the policy (arrangements or scheme) that impact directly or indirectly on race.

Race is not part of any school's admission arrangements and the council arrangements and the scheme have not been amended to have any related impact.

As with all of the related protected characteristics, the School Admissions Code (2021) and related policy makes it clear that such discrimination is illegal.

There is no adverse impact in respect of race.

Protected characteristics: Religion or Beliefs

Religion or beliefs details:

Service Users / Stakeholders; Wider Community

The school estate includes faith-based schools with a range of faith-based admission criteria and some with a faith based ethos, all expected and understood to be compliant with the law and the School Admissions Code (2021).

Faith is reflected legally and appropriately in the council's voluntary controlled school's admission arrangements (for four schools) only.

There is a change to the related admission arrangements focused on the supplementary information form which is the format for parents and carers to provide information. This change relates to how information is presented and has no adverse impact.

There are no changes in the scheme as regards how places are allocated

across the city.

No impact or adverse impact is expected as regards religion or beliefs.

Protected characteristics:Sexual Orientation

Service Users / Stakeholders; Wider Community

Sexual orientation details:

There are no changes in either the arrangements or scheme that impact in any way on sexual orientation.

There is no adverse impact as reported previously.

Socio-economic impacts

None

Please indicate any actions arising from completing this screening exercise.

None.

Please indicate whether a full impact assessment is recommended

NO

What data has been collected to facilitate the assessment of this policy/proposal? Impulse and annual returns to Department for Education and previous consultation feedback.

Consultation analysis

The current consultation process concludes on 24th January 2022. Last year we received three responses, none of which related to equality issues.

This EIA will be reviewed and amended if required dependant on the consultation responses.

Adverse impact on any people with protected characteristics.	None
Could the policy/proposal be modified to reduce or eliminate any adverse impact? N/A	
How will the effect(s) of this policy/proposal on equality be monitored?	Regular review and monitoring of admission arrangements, round and offer day activity and data and feedback from consultation, complaints and compliments.
What data is required in the future?	We will continue to use data sources as already identified including that related to the demand and availability of school places working closely with colleagues in the Education Infrastructure Team.
Are there any adverse impacts on any particular group(s)	No
If yes, please explain your reasons for going ahead.	N/A
Initial equality impact assessment of your proposal	N/A
Consulted People or Groups	N/A
Informed People or Groups	N/A
Summary and evidence of findings from your EIA	<p>The current consultation process concludes on 24th January 2022.</p> <p>Last year we received three responses, none of which related to equality issues.</p> <p>This EIA will be reviewed and amended if required dependant on the consultation responses.</p>
QUALITY CONTROL SECTION	
Submit to the Quality Control Officer for reviewing?	No
Quality Control Officer comments	<p>The council's admission arrangements have been subject to only very minor amendments outside of a change of eight schools' published admission numbers (PAN).</p> <p>The PAN changes have no adverse impact in respect of the above protective characteristics.</p> <p>The co-ordinated scheme changes relate to the annual updating of dates only;</p>

All of the changes are consistent with the School Admissions Code (2021) and none have any impact or adverse impact on the protected characteristics as outlined above in the EIA.

Decision by QualityControl Officer

Proceed for final approval

Submit draft toAccountable Officer?

Yes

Decision by Accountable Officer

Approve

Date approved / rejected by the Accountable Officer

12/12/2021

Reasons for approval or rejection

The council's admission arrangements have been subject to only very minor amendments outside of a change of eight schools' published admission numbers (PAN). The PAN changes have no adverse impact in respect of the above protective characteristics.

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The consultation feedback last year (three responses) did not raise any equalities concerns and we have not received any such responses to date and do not expect to. The co-ordinated scheme changes relate to the updating of dates within the required schedule. None of the above have any impact or adverse impact on the listed protective characteristics.

Please print and save a PDF copy for your records

Yes

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