



EQUALITY IMPACT ASSESSMENT

Admission arrangements for council schools and the Co-ordinated Scheme

Reference: EIA000151

Date: 18/01/2024

Submitted by: alan.michell@birmingham.gov.uk



EIA Form – About your EIA

Reference number	EIA000151
Date Submitted	18/01/2024
Subject of the EIA	Admission arrangements for council schools and the Co-ordinated Scheme
Brief description of the policy, service or function covered by the EIA	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 (i.e. arrangements determined in February 2024 will apply for entry to school in September 2026).
Equality Assessment is in support of...	["Amended policy"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2023-11-28

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Children and Families"]
Division	Education and Skills
Service area	Thriving Children
Budget Saving	No

Officers

What is the responsible officer's email address?	alan.michell@birmingham.gov.uk
What is the accountable officer's email address?	razia.butt@birmingham.gov.uk

Data Sources

Data sources	["Consultation results", "Relevant reports/strategies", "Statistical database"]
Data source details	Impulse and annual returns to Department for Education, previous consultation feedback, OSA judgments/advice and school places sufficiency plan

Protected Characteristics
Protected Characteristic – Age

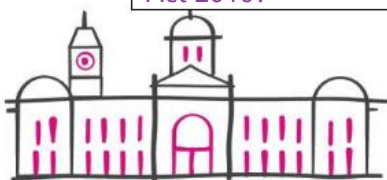

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years"]
Please describe the impact to the age characteristic	The policy is designed to manage admission arrangements (that apply to council schools and the co-ordinated scheme) for pupils of reception and statutory school age. Children will move school/into school based on age. This includes into reception, infant to junior and secondary school as per the published arrangements. 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. Age is considered across the different phases and processes as per national policy including the School Admissions Code (2021).
How will you mitigate against any negative impact to the age characteristic?	There is no adverse impact expected in applying the arrangements based on a child's age.

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	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).
How will you mitigate against any negative impact to the disability characteristic?	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 – Gender

Does this proposal impact citizens based on their gender as per the Equality Act 2010?	Yes
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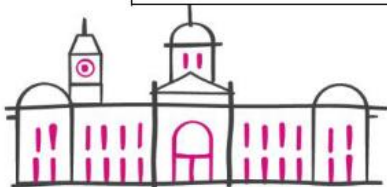
What genders will be impacted by this proposal?	["Male","Female"]
Please describe the impact to the gender characteristic	There are single sex schools within the school estate. The admission arrangements and co-ordinated scheme apply the required processes to allocate school places in- year and via the transfer round to all schools, including single sex schools, as per the School Admissions Code (2021) and related legislation.
How will you mitigate against any negative impact to the gender characteristic?	There is no adverse impact expected of the proposed changes to the scheme and arrangements (which do not impact directly on gender).

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	Yes
Please describe the impact to the gender reassignment characteristic	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 as per the School Admissions Code (2021) and related legislation to all schools.
How will you mitigate against any negative impact to the gender reassignment characteristic?	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 Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	
Please describe the impact to the marriage and civil partnership characteristic	
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	



Protected Characteristic - Pregnancy and Maternity

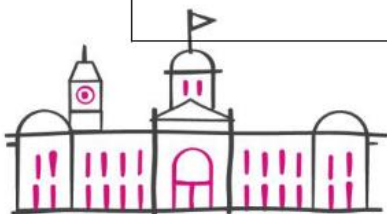
Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["Not specified"]
Please describe the impact to the ethnicity and race characteristic	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 related protected characteristics, the School Admissions Code (2021) and related policy makes it clear that such discrimination is illegal.
How will you mitigate against any negative impact to the ethnicity and race characteristic?	There is no adverse impact in respect of race.

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["Not specified"]
Please describe the impact to the religion or beliefs characteristic	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 schools' admission arrangements (for five 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 the inclusion of Al-Furqan school and confirmation of the faith of applicants. The change has no adverse impact.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	There are no changes in the scheme as regards to how places are allocated across the city. No impact or adverse impact is expected as regards religion or beliefs.

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	
Please describe the impact to the sexual orientation characteristic	
How will you mitigate against any negative impact to the sexual orientation characteristic?	

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	Regular review and monitoring of admission arrangements, round and offer day activity, and data and feedback from consultation, complaints, and compliments.
Please enter the email address for the officer responsible for monitoring impact and mitigation	alan.michell@birmingham.gov.uk

