

## Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

### 1. Background

Directorate	Children's
Service area	Education
Title of the activity being assessed i.e. the strategy, plan, policy or service	School Admission Arrangements and Scheme 2024-2025
Brief outline of the proposal(s)	To determine the following school admission arrangements for 2024/25 academic year: <ul style="list-style-type: none"> <li>• The Co-ordinated Admissions Schemes for all schools and academies</li> <li>• The Admission Arrangements for Community &amp; Voluntary Controlled Schools</li> <li>• The Protocol for pupil admittance over Published Admission Number for Community &amp; Voluntary Controlled Schools and Service Personnel.</li> </ul>
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/> Other, please specify: <input style="width: 200px; height: 20px;" type="text"/>
Decision to be taken and decision maker	To determine the school admission arrangements and scheme 2024-2025 Cllr. Philip Robinson Cabinet Member for Education, Skills and Bus Transport
Person(s) responsible for completing this assessment	Sam Roberts Access for Education Manager
Date of this assessment	17 October 2022

## 2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	<p>As at January 2022 there were 299 schools across Gloucestershire - 208 Primary, 18 Infant, 18 Junior, 40 Secondary, 4 APS, 1 UTC and 10 Special Schools. The admissions scheme relates to all of these schools/academies with the exception of special schools, APS and the UTC.</p> <p>127 schools in the county are Community or Voluntary Controlled Schools who will have their admission criteria set by the Local Authority's admission arrangements.</p> <p>The school census in January 2022 shows that 53.11% of all pupils in Gloucestershire are of primary school age and 46.89% are of secondary age.</p> <p>The admission arrangements apply to all children of compulsory school age (4-16 years old). Pre-school and Post-16 education are managed by individual providers.</p> <p>Data sources are direct notification from the DfE and other LA authorities.</p>
Workforce	<p>GCC workforce data is available on our website <a href="http://www.gloucestershire.gov.uk/council-and-democracy/equalities-and-our-duties-under-the-equality-act-2010/equality-information-and-analysis/">www.gloucestershire.gov.uk/council-and-democracy/equalities-and-our-duties-under-the-equality-act-2010/equality-information-and-analysis/</a></p> <p>GCC Shire Hall based staff –20 throughout the Access to Education Team</p> <p>GCC Staff in schools - Schools benefit from a co-ordinated approach to admissions as this ensures that children are fairly placed at schools across the County and that any children who are unable to gain a school of their preference are allocated local education provision – assisting schools to plan ahead and manage their resources effectively for the benefit of their staff.</p>
Partners	Information will be published on the GCC website and Schools net
Other	

## 3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations. See Appendix 1 for data gathered to perform this assessment.

### Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
<p>Age <i>percentage/profile of service user ages</i></p>	<p>Positive - The co-ordinated scheme means that all children are found a school place relevant to their age and access to this is actively championed across the system. Provisions are made in the co-ordinated scheme for early or delayed entry to schools if this is believed to be in the best interests of the child.</p>
<p>Disability <i>percentage/profile of service users who have a disability</i></p>	<p>Neutral - If a child has an Education, Health Care plan (EHCP) needs they will be placed within schools in accordance with the SEN Code of Practice and these policies will not apply. Under the coordinated scheme no school can refuse to admit a child who has a disability as long as reasonable adjustments can be made if necessary. Under the Equality Act 2010 all schools are able to accommodate children with additional needs.</p>
<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Neutral - The scheme and admission arrangements mean that no applications for school places give regard to gender issues (with the exception of single sex schools which publicise their education provision) and there is a balance of education available for all children across the county.</p>
<p>Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i></p>	<p>Neutral - Applications for school places do not require parents to provide this information and the scheme and admission arrangements ensure that no child is disadvantaged. Partnership working across the Local Authority ensures that all children are found an appropriate school place regardless of their race. Partnership services also have the opportunity to make comment on any potential impact on this group through any consultations. Objective admission arrangements ensure that children from these groups are treated equally but admissions practice also recognises that additional steps can be taken to secure appropriate education for these children – this is especially true for children from a gypsy</p>

	and traveller background who can be more mobile and need a consistent approach to accessing a school place quickly.
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	Neutral - The arrangements do not differentiate, nor discriminate, against children or parents within this category.
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	Neutral - Admission arrangements are not able to consider the marital status or civil partnership of parents and therefore the arrangements do not differentiate, nor discriminate, against parents within this category.
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	Neutral - Details of pregnancy and maternity are not a consideration for admissions purposes and therefore the policy does not differentiate, nor discriminate against parents or students within this category. Partnership working across the Local Authority ensures that pupils who are pregnant or new mothers receive additional support with their education to ensure learning can continue as appropriate. Siblings in catchment areas are given priority for admission in the Local Authority arrangements which enables pregnant mothers to seek a school place for one child in the knowledge that any future children will be likely to attend the same school if they live in the catchment area.
Religion and/or belief <i>percentage/profile of service users religious beliefs</i>	Neutral - Admission arrangements ensure that no child can be refused a school place solely on the basis of their (or their family's) religion or belief and this information is not requested for non-faith schools. Faith schools can prioritise application from families practising their faith (to provide appropriate faith education for those for whom this is important) but this is publicised for fairness and transparency. The Diocesan authorities also work closely with the Local Authority to ensure that the needs of faith children are met but that other children are not disadvantaged.
Sexual orientation <i>percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	Neutral - Admission arrangements are not able to request information on, or consider sexual orientation when determining school places and therefore the arrangements do not differentiate, nor discriminate, against parents or pupils within this category.

**Details of Gloucestershire County Council staff affected by the proposed activity**

Protected Characteristic	Total number of GCC staff affected:
Age	No identified significant impact
Disability	No identified significant impact
Sex	No identified significant impact
Race	No identified significant impact
Gender reassignment	No identified significant impact
Marriage & civil partnership	No identified significant impact
Pregnancy & maternity	No identified significant impact
Religion and/or belief	No identified significant impact
Sexual orientation	No identified significant impact

#### 4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
Two schools are consulting on reducing their published admission number (PAN) The Rissington School 45-30 Northway Infant school 60-30	These schools have requested a reduction in PAN as they had not admitted to PAN in previous years. This has resulted in the ineffective use of resources within the schools and potential for deficit budgets.

<p>Consultation taking place between 20th October – 15<sup>th</sup> December 2022</p>	<p>The reduction in PAN will not affect a specific cohort or impact on equality as all pupil preferences for these schools were met in the previous bulk admissions round which resulted in additional capacity in the school. The proposal does not discriminate against any of the protected groups and actively seeks to improve outcomes for children and workforce to enable children to have an effective structured peer group with which to learn and socialise.</p> <p>If any of these schools are required to increase their PAN in future years, this change can be made as there is no requirement to consult to increase a PAN.</p>
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## 5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	Ensure the consultation is carried out in line with the Code – only 4 responses were received and have been responded to.	15 December 2022	Access to Education

## 6. Monitoring and review


<p>The following processes/actions will be put in place to keep this 'activity' under review:</p>
<p>The Local Authority will continue to review, support, and challenge as necessary, all own admission authority school or academy's admission arrangements to ensure that they do not adversely impact any protected group. Any unresolved cases will be referred to the School's Adjudicator..</p>

In order to comply with and monitor the Relevant Area for school admission arrangements, we have clarified any concerns and will continue to include this information within our annual consultation of our admission scheme.


The Local Authority must also publish a report to the School's Adjudicator each year, assessing the impact of admission arrangements on all pupils across the county, and making recommendations for improvements, and this will include those within any protected characteristic.

## 7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Chris Spencer
Date	10 <sup>th</sup> January 2023

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Phillip Robinson
Date	9.1.23

## 8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on

the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

## Appendix 1

Protected Characteristic	Service Users	Workforce
Age	<p>The school census in January 2022 shows that 53.11% of all pupils in Gloucestershire are of primary school age and 46.89% are of secondary school age.</p> <p>The admission arrangements apply to all children of compulsory school age (4-16 years old). Pre-school and Post-16 education are managed by individual providers.</p> <p>Demographic information (through school place forecasting) shows that the number of primary-aged children requiring access to education will continue its steady increase.</p>	<p>GCC Shire Hall based staff – 20 throughout the Access to Education Team</p> <p>GCC Staff in schools - Schools benefit from a co-ordinated approach to admissions as this ensures that children are fairly placed at schools across the County and that any children who are unable to gain a school of their preference are allocated local education provision – assisting schools to plan ahead and manage their resources effectively for the benefit of their staff.</p>
Disability	<p>No data is collected by the Local Authority as disability is not considered for standard admission arrangements.</p> <p>Any pupils with an Education, Health Care plan (EHCP) will be allocated school places through SEN Code of Practice which is more appropriate to ensure they receive the correct level of educational support.</p> <p>There are 10 community special schools in Gloucestershire and all are responsible for their own admission arrangements.</p>	<p>Employees in this protected group are not specifically affected by the setting of the Admissions arrangements.</p>



Sex	<p>The school census for January 2022 shows that 51% of all pupils in Gloucestershire are boys and 49% are girls. This proportion is similar across primary and secondary education.</p> <p>There are 5 single-sex schools in Gloucestershire - 2 of which cater for boys and 3 for girls (all grammar schools).</p>	Employees in this protected group are not specifically affected by the setting of the Admissions arrangements.
Race	No data has been collected on this particular group as it would be unlawful for the Local Authority, or any school, to take this into consideration through the admissions process.	Employees in this protected group are not specifically affected by the setting of the Admissions arrangements.
Gender reassignment	No data has been collected on this particular group as it would be unlawful for the Local Authority, or any school, to take this into consideration through the admissions process.	Employees in this protected group are not specifically affected by the setting of the Admissions arrangements.
Marriage & civil partnership	No data has been collected on this particular group as it would be unlawful for the Local Authority, or any school, to take this into consideration through the admissions process.	Employees in this protected group are not specifically affected by the setting of the Admissions arrangements.
Pregnancy & maternity	No data has been collected on this particular group as it would be unlawful for the Local Authority, or any school, to take this into consideration through the admissions process.	Employees in this protected group are not specifically affected by the setting of the Admissions arrangements.
Religion and/or belief	There 71 voluntary aided schools, academies and free schools serving CofE and Roman Catholic families	Employees in this protected group are not specifically affected by the setting of the Admissions arrangements.

	<p>which offer admissions priority to children who share the religion of the school.</p> <p>For the bulk round of admissions in the 2022/2023 academic year, 913 parents (6.68% of parents applying online for a school place) stated they were applying for a place at a school for religious reasons.</p>	
Sexual orientation	<p>No data has been collected as it would be unlawful for the Local Authority, or any school, to take this into consideration through the admissions process.</p>	<p>Employees in this protected group are not specifically affected by the setting of the Admissions arrangements.</p>