

Equality Impact Assessment (EIA) Report Form

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the ‘Equality Impact Assessment Guidance’ while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.

Where do you work?
Service Area: Admission to Community Schools in Neath Port Talbot 2022/2023
Directorate: Education Leisure and Life Long Learning

(a) This EIA is being completed for a...

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input checked="" type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>	Proposal <input type="checkbox"/>
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(b) Please name and describe below...

A policy to set out the admission arrangements for community schools in Neath Port Talbot in respect of the 2022/2023 academic year, in accordance with the Education(Determination)of Admission Arrangements) (Wales) Regulations 2006 and the Welsh Government School Admission Code 005/2013

(c) It was initially screened for relevance to Equality and Diversity on 28/01/2021

(d) It was found to be relevant to...

Age <input checked="" type="checkbox"/>	Race..... <input checked="" type="checkbox"/>
Disability <input checked="" type="checkbox"/>	Religion or belief <input checked="" type="checkbox"/>
Gender reassignment <input type="checkbox"/>	Sex..... <input checked="" type="checkbox"/>
Marriage & civil partnership <input type="checkbox"/>	Sexual orientation <input type="checkbox"/>
Pregnancy and maternity <input type="checkbox"/>	Welsh language <input type="checkbox"/>

(e) Lead Officer

Name: Helen Lewis

Job title:- Senior Awards Officer

Date: 28/01/2021

(f) Approved by Head of Service

Name: Mr Andrew Thomas

Date: 28/01/2021

Section 1 – Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project:

What are the aims? Policy to set out the admission arrangements for Community Schools in Neath Port Talbot in respect of the 2022/2023 Academic year, in accordance with The Education (Determination of Admission Arrangements) (Wales) Regulations 2006 and the Welsh Government School Admissions Code 005/2013

Who has responsibility? Director of Education, Leisure and Life Long Learning, The Head of Transformation and the School Admission Officer.

Who are the stakeholders? Pupils and Parents who wish their child to attend a community school within Neath Port Talbot CBC, with consideration being given to staff and the schools.

Section 2 - Information about Service Users (See guidance):

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age	<input checked="" type="checkbox"/>	Race.....	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or belief	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex.....	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Pregnancy and maternity.....	<input type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>

What information do you know about your service users and how is this information collected? Information is provided via the school admission application form. The annual PLASC return, central office data base (EMS) and School data base (SIMS)

Any Actions Required?

Information continues to be collected under the usual data gathering activities.

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or belief	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Sex	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh language	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case including details of any consultation (and/or other information) which has been undertaken to support your view

The policy is in relation to the process and procedure of admitting a pupil, who wishes to access a school place within a community school. Primary education is for those pupils aged between 3-11 years old, only pupils in this age frame may apply for primary education in Neath Port Talbot. Pupils aged between 11-16 years can apply for secondary education. There are two schools in Neath Port Talbot that provide Post 16 education, one school is a faith school, for which the Governing Body of the school is the admission authority and the other is a welsh medium community school. There is no English medium community school providing post 16 education, however post 16 education is available via Neath Port Talbot College. In accordance with the Welsh Government School Admissions Code 005/2013 priority in relation to the oversubscription criteria is given to looked after or previously looked after pupils.

Each school within Neath Port Talbot has been assessed for accessibility. Any pupil with a disability may be assessed on an individual basis and any relevant modifications, adaptations or reasonable adjustment can be made where applicable. Pupils who are supported by a statement will have a specific school identified and named on the statement. Section 324 requires a maintained school that is named on the statement of SEN to admit the pupil.

All schools are inclusive for pupils of all ethnic groups. Ethnicity is not a criterion within the Admission to community schools policy.

A pupil's religion or faith is not applicable in regards to a community school.

Parents/carers and pupils can request to access education via the medium of Welsh or English.

All community schools within Neath Port Talbot admit both girls and boys.

Neath Port Talbot provides education, for nursery, primary and secondary pupils both English and Welsh.

Consultation on the proposed policy was undertaken between December 2020 and January 2021.

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support your view?

Consultation in accordance with the Welsh Government School admission code was undertaken with neighbouring Local Authorities, Headteachers and governing bodies of all schools within Neath Port Talbot CBC.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)

To monitor the oversubscription and other admission criterion against protected groups.

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

(Please see guidance for definitions)

Please explain any possible impact on each of the above.

Neath Port Talbot County Borough Council aspires to deliver an inclusive education service. All community maintained schools have policies in place to prevent racism, harassment and victimisation.

Consultation process has been undertaken with Headteachers, governing bodies and neighbouring authorities.

Neath Port Talbot County Borough Council aims to tackle poverty and social exclusion through various initiatives, including free school meals and the administration of the PDG Access Grant.

Priority is given to pupils who are looked after or previously looked after.

What work have you already done to improve any of the above?

Neath Port Talbot CBC continually review educational inclusion.
Monitoring the performance of schools

Is the initiative likely to impact on Community Cohesion?

How will the initiative treat the Welsh language in the same way as the English language?

Parents/carers and pupils can request to access education via the medium of Welsh or English.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

To monitor the oversubscription and other admission criterion against protected groups.

Section 5 – Post Consultation

Please explain the impact of the consultation process on the issues stated above.

Section 6 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor this function, service, policy, procedure, strategy, plan or project:

Monitoring arrangements: To be reviewed on an annual basis. Data collection by Welsh Government. Submission to Welsh Government report provided by the Neath Port Talbot School Admission Forum.

Actions:

To monitor the oversubscription and other admission criterion against protected groups.

Section 7 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- Outcome 1: Continue the initiative...
- Outcome 2: Adjust the initiative...
- Outcome 3: Justify the initiative...
- Outcome 4: Stop and remove the initiative...

<input checked="" type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	

For outcome 3, detail the justification for proceeding here

Section 8 - Publication arrangements:

On completion, please contact the Corporate Strategy Team for advice on the legal requirement to publish the findings of EIAs.

The policy relating to Admission to community school in Neath Port Talbot requires an equality impact assessment as part of the publication process.

Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
<p>A Policy to set out the admission arrangements for Community Schools in Neath Port Talbot in respect of the 2022/2023 Academic year, in accordance with The Education (Determination of Admission Arrangements) (Wales) Regulations 2006 and the Welsh Government School Admissions Code 005/2013</p>	<p>Helen Lewis</p>	<p>By 15th April 2021</p>	<p>Policy will be determined by 15th April 2021 and published.</p>	

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