

## Equalities Comprehensive Impact Assessment v3 - Head of service review

Reference: ECIA579904455

Submitted: 24 January 2024 09:37 AM

### Executive summary

**Title of policy / decision:** Determination of admission arrangements for community and voluntary controlled schools 2025-2026

**Policy / decision type:** Key Decision

**Overview of policy / decision:** To establish, as required by law, admission arrangements for community and voluntary controlled schools in Essex that comply with the statutory School Admissions Code 2021.

**What outcome(s) are you hoping to achieve?:** To comply with the law and enable access to information for parents and criteria for the determination of applications for school places so that school places are allocated in a fair way.

**Executive Director responsible for policy / decision:** Helen Lincoln (Children, Families & Education)

**Cabinet Member responsible for policy / decision:** Cllr Tony Ball (Education Excellence, Life Long Learning and Employability)

**Is this a new policy / decision or a change to an existing one?:** New policy / decision

**How will the impact of the policy / decision be monitored and evaluated?:** This is an annual statutory process, the outcome of which is monitored through the allocation of school places for those schools for which the Council is the admission authority.

**Will this policy / decision impact on:**

**Service users:** Yes

**Employees:** No

**Wider community or groups of people:** No

**What strategic priorities will this policy / decision support?:** A good place for Children and Families to Grow

**Which strategic priorities does this support? - Families:** Education outcomes

**What geographical areas of Essex will the policy / decision affect?:** All Essex

### Digital accessibility

**Is the new or revised policy linked to a digital service (website, system or application)?:** No

### Equalities - Groups with protected characteristics

## **Age**

**Nature of impact:** None

## **Disability - learning disability**

**Nature of impact:** None

## **Disability - mental health issues**

**Nature of impact:** None

## **Disability - physical impairment**

**Nature of impact:** None

## **Disability - sensory impairment**

**Nature of impact:** None

## **Sex**

**Nature of impact:** None

## **Gender reassignment**

**Nature of impact:** None

## **Marriage / civil partnership**

**Nature of impact:** None

## **Pregnancy / maternity**

**Nature of impact:** None

## **Race**

**Nature of impact:** None

## **Religion / belief**

**Nature of impact:** None

## **Sexual orientation**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** The arrangements contain no prohibited criteria and do not discriminate on the grounds of protected characteristics.

**What actions have already been taken to mitigate any negative impacts?:** N/A

## **Levelling up - Priority areas & cohorts**

**Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)**

**Nature of impact:** None

### **Children on Free School Meals**

**Nature of impact:** None

### **Working families**

**Nature of impact:** None

### **Young adults (16-25 who have not been in education, training or employment for around 6-12 months)**

**Nature of impact:** None

### **Residents of Harlow**

**Nature of impact:** None

### **Residents of Jaywick and Clacton**

**Nature of impact:** None

### **Residents of Harwich**

**Nature of impact:** None

### **Residents of Basildon (Town) housing estates**

**Nature of impact:** None

### **Residents of Canvey Island**

**Nature of impact:** None

### **Residents of Colchester (Town) - Housing Estates**

**Nature of impact:** None

### **Residents of Rural North of the Braintree District**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** The arrangements apply equally to all areas.

**What actions have already been taken to mitigate any negative impacts?:** N/A

## **Equalities - Inclusion health groups and other priority groups**

### **Refugees / asylum seekers**

**Nature of impact:** None

### **Homeless / rough sleepers**

**Nature of impact:** None

## **People who experience drug and alcohol dependence**

**Nature of impact:** None

## **Offenders / ex-offenders**

**Nature of impact:** None

## **Victims of modern slavery**

**Nature of impact:** None

## **Carers**

**Nature of impact:** None

## **Looked after children / care leavers**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **The armed forces community (serving personnel and their families, veterans, reservists and cadets)**

**Nature of impact:** None

## **People who are unemployed / economically inactive**

**Nature of impact:** None

## **People on low income**

**Nature of impact:** None

## **Sex workers**

**Nature of impact:** None

## **Ethnic minorities**

**Nature of impact:** None

## **Gypsy, Roma, and Traveller communities**

**Nature of impact:** None

## **People with multiple complex needs or multi-morbidities**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** The arrangements apply equally across all areas but do, as the law requires, give first priority to looked after children.

**What actions have already been taken to mitigate any negative impacts?:** N/A

**How could you strengthen any positive impact(s)?:**

## **Equalities - Geographical Groups**

### **People living in areas of high deprivation**

**Nature of impact:** None

### **People living in rural or isolated areas**

**Nature of impact:** None

### **People living in coastal areas**

**Nature of impact:** None

### **People living in urban areas**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** The arrangements apply equally to all areas.

**What actions have already been taken to mitigate any negative impacts?:** N/A

## **Families**

### **Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)**

**Nature of impact:** None

### **Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition**

**Nature of impact:** None

### **Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities**

**Nature of impact:** None

### **Families before, during and after couple separation**

**Nature of impact:** None

### **Families most at risk of deterioration of relationship quality and breakdown**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** The arrangements apply equally to all areas.

**What actions have already been taken to mitigate any negative impacts?:** N/A

## **Crime & Disorder**

## **Crime and disorder**

**Nature of impact:** None

## **The misuse of drugs, alcohol and other substances**

**Nature of impact:** None

## **Re-offending**

**Nature of impact:** None

## **Serious violence**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:**

The arrangements apply equally to all groups.

**(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:**

**What actions have already been taken to mitigate any negative impacts?:**

N/A

**How could you strengthen any positive impact(s)?:**

## **Climate**

**Does your decision / policy involve development or re-development of buildings or infrastructure?:** No

**Does your decision / policy take place in, or make use of, existing buildings or infrastructure?:** No

**Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit):** No

**Are you undertaking a procurement exercise?:** No

**Does your decision / policy involve the purchase of goods or materials?:** No

**Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new:** No

## **Action plan to address and monitor adverse impacts**

**Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?:** No

## **Details of person completing the form**

**I confirm that this has been completed based on the best information available and in following ECC guidance:** I confirm that this has been completed based on the best information available and in following ECC guidance

**Date ECIA completed:** 23/01/2024

**Name of person completing the ECIA:** Lee Curry

**Email address of person completing the ECIA:** lee.curry@essex.gov.uk

**Your function:** Children, Families and Education

**Your service area:** Education, School Admissions

**Your team:** School Admissions

**Are you submitting this ECIA on behalf of another function, service area or team?:** No

**Email address of Head of Service:** shamsun.noor@essex.gov.uk