

# Diversity impact assessment

|  |                                    |
|--|------------------------------------|
| <b>TITLE</b><br>Name / description of the issue being assessed | School Admission Arrangements 2023 |
|--|------------------------------------|

|  |                  |
|--|------------------|
| <b>DATE</b><br>Date the DIA is completed | 19 November 2021 |
|--|------------------|

|   |                                      |
|---|--------------------------------------|
| <b>LEAD OFFICER</b><br>Name, title and dept of person responsible for carrying out the DIA. | Paul Clarke, Head of School Services |
|---|--------------------------------------|

**1 Summary description of the proposed change**

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

Each year the Local Authority is required to undertake a consultation on the co-ordinated admission schemes and arrangements for primary and secondary schools.

This assessment relates to the proposed Medway Council co-ordinated admission schemes for secondary and primary admissions 2023 and the arrangements being proposed in relation to community and voluntary controlled primary, infant and junior schools only.

The changes proposed from last year are the revision of dates to fit the 2023/24 admission timeline, the Medway Test results day and the deadline for schools to provide work to be assessed at review and changes in line with the revised admissions code regarding looked after children.

**2 Summary of evidence used to support this assessment**

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

A full 6 week public consultation on the proposed admission arrangements has been undertaken. The Council have received 13 responses to the consultation, which have all been considered as part of the proposed outcomes.

**3 What is the likely impact of the proposed change?**

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

*(insert ✓ in one or more boxes)*

| Protected characteristic groups (Equality Act 2010) | Adverse impact | Advance equality | Foster good relations |
|---|----------------|------------------|-----------------------|
| Age N/A   |                |                  |                       |
| Disabilty N/A                                       |                |                  |                       |

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|                                  |  |  |  |
|----------------------------------|--|--|--|
| Gender reassignment N/A          |  |  |  |
| Marriage/civil partnership N/A   |  |  |  |
| Pregnancy/maternity N/A          |  |  |  |
| Race N/A                         |  |  |  |
| Religion/belief N/A              |  |  |  |
| Sex N/A                          |  |  |  |
| Sexual orientation N/A           |  |  |  |
| Other (eg low income groups) N/A |  |  |  |

#### 4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

The proposed change, if implemented, will have minimal effect on the opportunity for families in the area, as there are sufficient school places available in the area.

#### 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

All applications will be processed in accordance with the co-ordinated schemes and admission arrangements for all schools which is fair for all pupils and provides equality of opportunity.

#### 6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

| Action  | Lead              | Deadline or review date           |
|---|-------------------|-----------------------------------|
| To consider all applications in accordance with the co-ordinated schemes. | School Admissions | As part of the admissions process |
|   |                   |                                   |
|   |                   |                                   |

## 7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

That the proposed schemes be adopted following the outcome and taking consideration of the admissions consultation, which closed on 12 November 2021.

## 8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

**Assistant Director**

Assistant Director Education and SEND

**Date**

23 November 2021

Contact your Performance and Intelligence hub for advice on completing this assessment

|      |            |   |
|------|------------|---|
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