



**West
Northamptonshire
Council**

Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that results in a negative impact must have a full Equality Impact Assessment completed before approval is sought.

1: Proposal

Requirement	Detail
Title of proposal	Proposal to make land located to the west of Thorpeville, Moulton, known as Wantage Farm, available to the DfE for the provision of a new secondary school.
Type of proposal: New policy / change to policy / new service / change to service / removal of service / project / event	Project
What is the objective of this proposal?	The proposal is to provide part of the Wantage Farm site on a 125 year lease to the DfE for delivery of a new secondary school. The proposal has been made to ensure WNC can continue to meet its statutory obligation of providing a sufficiency of secondary school places in the area.

Requirement	Detail
Has there been any consultation on this proposal? (list all the groups/ communities, including dates)	The DfE has conducted pre-planning consultation in respect of this matter with residents of Moulton. WNC will conduct a period of consultation between 4 th August and 3 rd September 2021.
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (if yes, give details)	N/A
What processes are in place to monitor and review the impact of this proposal?	Subject to review by Cabinet prior to any decision on this proposal being made.
Who will approve this proposal? Committee, CLT	The Cabinet of WNC

2: Equality Consideration

Consider in turn each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations:	Changes	Impact
Age Different age groups that may be affected by the proposal in different ways.	<ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. 	Delete as appropriate. There can be more than one answer per protected group.
	The proposal can be considered to have a positive impact of current and future residents of West Northamptonshire of statutory school age as a new secondary school delivered in this location will		Positive

Protected Groups	General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. 	Impact Delete as appropriate. There can be more than one answer per protected group.
	provide sufficient school places to serve Northampton and the surrounding areas in forthcoming academic years.		
Sex Is one sex affected more than another or are they affected the same?	The proposed new free school will be a mixed sex provision and will serve both sexes equally.		Neutral
Disability It is likely to have an affect on a particular type of disability? why?	Should a new free school be delivered in this location it will be built in accordance with the Disability & Discrimination Act and be fully accessible to any future members of staff or students with a disability.		Positive
Gender Reassignment Will there be an impact on trans males and/or trans females?	This proposal is not anticipated to have any impact upon this group.		Neutral
Race Are people from one ethnic group affected more than people from another ethnic group?	The proposed new school would have no greater impact on one ethnic group than any other.		Neutral

Protected Groups	General Equality Duty Considerations: <ul style="list-style-type: none"> • Include factual evidence of how some people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	Changes <ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact. • Are there opportunities to remove possible barriers or disadvantages that a group may face. 	Impact Delete as appropriate. There can be more than one answer per protected group.
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	This proposal is not anticipated to have any impact upon this group.		Neutral
Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably?	This proposal is not anticipated to have any impact upon this group.		Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months or less, affected by this proposal?	This proposal is not anticipated to have any impact upon this group.		Neutral
Religion or Belief Does the proposal affect people differently depending on whether they have or do not have a religion or a belief?	The proposed new school will have no religious designation and is not anticipated to have any impact upon this group.		Neutral
Health & Wellbeing 1. Health behaviours: diet, exercise, alcohol, smoking. 2. Support: community cohesion, rural isolation. 3. Socio economic: income, education.	The proposal to make this land available for delivery of a new secondary school will ensure that sufficient school places are available within this area to meet demand. Free school proposals are assessed on a number of factors and are only		Positive

Protected Groups	General Equality Duty Considerations:	Changes	Impact
4. Environment: green spaces, fuel poverty, housing standards)	<p>approved once the proposer has demonstrated that they will deliver an 'outstanding' education to any student that will subsequently attend the proposed school. As such, this proposal can be considered to have a positive impact upon education in this area.</p> <p>The proposed location is currently green space (farmland) which would be lost should a school be delivered on this site.</p>	<p>The environmental impact and loss of green space as a result of the proposed new school will be fully considered as part of the formal planning process. Should mitigating factors be required, the relevant planning committee has the remit to address these and the power to attach planning conditions to any approval to ensure mitigation is in place.</p>	<p>Delete as appropriate. There can be more than one answer per protected group.</p> <p>Neutral</p>

3: Equality Impact

Question	Response
<p>What overall impact does the proposal have on the protected groups?</p> <p>If a negative impact is identified in section 2, the response will be a Negative Impact.</p>	<p>No Impact or Positive Impact</p>

Question	Response
Does a Equality Impact Assessment need to be completed? (Yes, if any negative impact is found)	No
Copy attached to Committee Report?	Yes
Copy attached to Options Appraisal?	No

4: Ownership

Question	Response
Department	Assets and Environment
Section	Place Directorate
Lead Officers Name	James Aldridge
Lead Officers Title	Group Asset Manager
Lead Officers Contact Details	James.Aldridge@westnorthants.gov.uk
Lead Officers Signature	
Date completed	30 th July 2021

Completed forms must be sent to the Equality Office via email to by email to equalities@westnorthants.gov.uk