Appendix E

City of BRADFORD METROPOLITAN DISTRICT COUNCIL

Equality Impact Assessment Form

Reference –

Department	Education Client Services	**Version no**	1
Assessed by	Nina Mewse	**Date created**	30.10.18
Approved by	Marium Haque	**Date approved**	
Updated by		**Date updated**	
Final approval		**Date signed off**	

The Equality Act 2010 requires the Council to have due regard to the need to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups

Section 1: What is being assessed?

1.1 Name of proposal to be assessed.

Proposed Increase of Published Admission Number of Secondary School

1.2 Describe the proposal under assessment and what change it would result in if implemented.

1.2.1 Titus Salt
Consultation has been carried out to seek opinions on the proposal to increase the published admission number (PAN) at Titus Salt School from 240 to 250 from September 2019.
The recommendation is to increase the PAN to 250 from September 2020.
This will result in more pupils being allocated a place at the school from September 2020 increasing incrementally over five years until all year groups have a PAN of 250.

Section 2: What the impact of the proposal is likely to be

2.1 Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.

N/A

2.2 Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.

N/A

2.3 Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.

N/A

2.4 Please indicate the level of negative impact on each of the protected characteristics?
(Please indicate high (H), medium (M), low (L), no effect (N) for each)

Protected Characteristics:	**Impact** (H, M, L, N)
Age	N
Disability	N
Gender reassignment	N
Race	N
Religion/Belief	N
Pregnancy and maternity	N
Sexual Orientation	N
Sex	N
Marriage and civil partnership	N
Additional Consideration:	
Low income/low wage	N

2.5 How could the disproportionate negative impacts be mitigated or eliminated?
(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

N/A

Section 3: Dependencies from other proposals

3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.

None

Section 4: What evidence you have used?

4.1 What evidence do you hold to back up this assessment?

N/A

4.2 Do you need further evidence?

No

Section 5: Consultation Feedback

5.1 Results from any previous consultations prior to the proposal development.

None

5.2 The departmental feedback you provided on the previous consultation (as at 5.1).

None

5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).

N/A

5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.

N/A