


EQUALITY IMPACT ASSESSMENT –

EDUCATION, PARTICIPATION AND SKILLS – SCHOOL ADMISSION ARRANGEMENTS 2026/2027

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Sharon Stowe - School Admissions Support Manager	Department and service:	Education, Participation and Skills, School Admissions Team	Date of assessment:	14/01/2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Isabelle Kolinsky – Head of Education and Virtual School	Signature:		Approval date:	29.01.25
Overview:	The Determined Admission Arrangements take into account responses received during the consultation carried out between 2 December 2024 to 12 January 2025.				
Decision required:	That the determined school admission arrangements for 2026/2027 be based on those for 2025/2026 subject to the following amendments: I. New process timetables for primary, junior, secondary and Keystage 4 schools at the normal point of entry.				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes	X	No	
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes	X	No	

If you do not agree that a full equality impact assessment is required, please set out your justification for why not.

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
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<p>Age</p>	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code. Educational provision is made for children from the term following their fourth birthday as specified in law.</p> <p>Whilst school admission policies are applicable to students within specified birth cohorts, provision is made for the</p>	<p>Education out of age cohort could result in additional provision to be made in school place planning but this is not a quantity that can be predicted.</p> <p>There is a danger that parents may request a place out of age cohort because the appropriate year group is full rather than looking at the best interest of the child.</p>	<p>Monitor the number of out of age cohort applications received and approved.</p>	<p>Admissions officer responsible for the stage of entry. Monitored over the academic year.</p>
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	parent/carer to apply for admission to non-birth cohort age group. Such requests will be considered fairly, and the manner of consideration is specified within each admission policy and is compliant with the law.			
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<p>Care experienced individuals (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code with links to other relevant legislation.</p>	<p>None</p>	<p>None</p>	<p>None</p>
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<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a physical or mental health problem (2021 Census)</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code with links to other relevant legislation.</p> <p>Children with an Education, Health and Care will be ranked ahead of other applicants within the admission criteria and will be admitted to the school requested as this a requirement within the School Admissions Code.</p> <p>Priority is made within the admission criteria for the admission of children with exceptional medical or social need. Information regarding evidence required is clearly given in the admission policy.</p> <p>Special arrangements can be made in the case of selection testing admission arrangements to a grammar school where a child has a disability. In such a case, the admission authority will try to match the provision already made within school to ensure a level playing field.</p>	<p>None</p>	<p>None</p>	<p>None</p>
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<p>Gender reassignment</p>	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code.</p> <p>This information is not collected or taken account of in the school admissions process. Taking account of gender reassignment would not be compliant with the School Admissions Code.</p>	<p>None</p>	<p>None</p>	<p>None</p>
<p>Marriage and civil partnership</p>	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code.</p> <p>This information is not collected or normally taken account of in the school admissions process. Taking account of gender would not be compliant with the School Admissions Code unless the school is designated as a single sex school.</p>	<p>None</p>	<p>None</p>	<p>None</p>

Pregnancy and maternity	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code.</p> <p>This information is not collected or normally taken account of in the school admissions process. Taking account of gender would not be compliant with the School Admissions Code unless the school is designated as a single sex school.</p>	None	None	None
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<p>Race</p>	<p>In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code. This information is not collected or taken account of in the school admissions process. Taking account of race would not be compliant with the School Admissions Code.</p>	<p>None</p>	<p>None</p>	<p>None</p>
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Religion or belief	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code.</p> <p>None of the community or voluntary controlled schools prioritise children according to faith and will consider applicants equally regardless of faith, religion or belief.</p>	None	None	None
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<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code.</p> <p>This information is not collected or taken account of in the school admissions process.</p> <p>Children and young people who are LGBT should feel able to apply to a school without any restrictions. Where a school or college is co-educational, the gender a person associates with has no bearing on an admissions application. Plymouth’s application forms ask for the child’s gender. At this point, the gender appropriate to the birth certificate should be entered. Further information relating to gender identity and the reasoning for selection of a particular school can be given on the application form.</p> <p>In the case of transgender applicants, where a parent selects a placement in a single sex school opposite to the birth gender, the application will be considered and a decision made on the individual circumstances of the case. This is a complex decision, and not all children will be competent to take it at the time of transfer. As part of the case consideration, we would seek evidence from the family that they have thought through the issues carefully and in most cases would expect them to be able to provide us with some independent evidence from a medical professional or other worker who has been involved in the situation.</p>	<p>None</p>	<p>None</p>	<p>None</p>
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<p>Sexual orientation</p>	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p> <p>The determined admission arrangements for community and voluntary controlled schools meet the requirements of the School Admissions Code.</p> <p>This information is not collected or taken account of in the school admissions process.</p> <p>Children and young people who are LGBT should feel able to apply to a school without any restrictions. Where a school or college is co-educational, the gender a person associates with has no bearing on an admissions application. Plymouth’s application forms ask for the child’s gender. At this point, the gender appropriate to the birth certificate should be entered. Further information relating to gender identity and the reasoning for selection of a particular school can be given on the application form.</p> <p>In the case of transgender applicants, where a parent selects a placement in a single sex school opposite to the birth gender, the application will be considered and a decision made on the individual circumstances of the case. This is a complex decision, and not all children will be competent to take it at the time of transfer. As part of the case consideration, we would seek evidence from the family that they have thought through the issues carefully and in most cases would expect them to be able to provide us with</p>	<p>None</p>	<p>None</p>	<p>None</p>
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	some independent evidence from a medical professional or other worker who has been involved in the situation.			
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	None	None	N/A

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Work together in partnership to: <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together 	None	None	N/A
Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.	None	None	N/A
Build and develop a diverse workforce that represents the community and citizens it serves.	None	None	N/A
Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to	None	None	N/A

ensure Plymouth is a city where everybody feels safe and welcome.			
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