



Twyford
C of E
Academies Trust

Document Title	Admissions Policy
Committee Responsible for Policy	Board of Directors
Review Frequency	3 years (*)
Last Reviewed	July 2025
Next Review Due	July 2028
Policy Author	Executive Headteacher

(*) Policy reviewed every 3 years. Oversubscription criteria reviewed annually

Assessment of the Impact of the Policy on Equality & Diversity

Policy: Admissions Policy			
Impact assessed by: R Lane		Date: 13 th June 2025	
1. What is the potential for this policy impacting a person or group with a protected characteristic differently (favourably or unfavourably) from everyone else? Trust schools are currently all oversubscribed which means that applicants have to be prioritised using oversubscription criteria. Distance from the school is the main criterion used for William Perkin, Ada Lovelace and Ealing Fields High Schools. Twyford High School mainly uses religious oversubscription criteria to maintain the ethos of the school. This is permitted by Admissions Code and is an exemption from the anti-discrimination provisions of the Equality Act. Any oversubscription criterion could be challenged on the basis of illegal indirect discrimination so possible indirect impacts should also be considered and weighed up against the benefits of the direct criteria.			
2. How would this be evidenced? Through regular monitoring, mainly of the religious and ethnic make-up of the intake of the school and consideration of possible unintended/indirect impact on protected groups.			
3. What is the impact of the policy and latest changes on people with protected characteristics?			
Protected Characteristic	Impact before change	Impact after change	Comments
Age	Not applicable	Not applicable	Statutory/regulatory restrictions apply
Disability	Positive	Positive	Admissions criteria give priority to applicants with disabilities. Reasonable adjustments are made to give access to admissions procedures.
Gender Reassignment	Neutral	Neutral	Potential for indirect discrimination if religious oversubscription criteria disadvantage applicants whose gender has been reassigned.
Marriage and civil partnership	Not applicable	Not applicable	All applicants are below the minimum age for marriage (18)
Pregnancy and maternity	Neutral	Neutral	Potential for indirect discrimination if religious oversubscription criteria indirectly disadvantages

Protected Characteristic	Impact before change	Impact after change	Comments
			applicants who are pregnant or young mothers.
Race	Negative	Negative	Potential for indirect discrimination if oversubscription criteria indirectly disadvantage applicants of a particular race.
Religion of belief	Positive/ Negative	Positive/ Negative	Equality Act exemption permits use of religious oversubscription criteria. Potential for indirect discrimination if religious communities are on the border of a school catchment area.
Sex	Neutral	Neutral	
Sexual orientation	Neutral	Neutral	Potential for indirect discrimination if religious oversubscription criteria disadvantage applicants of a particular sexual orientation.
8. Policies are required to reduce or eliminate inequality and disadvantage and promote diversity. Does this assessment indicate that the Policy and latest changes pass or fail this test? Pass			

Admissions Policy

The Trust seeks to manage student admissions in a fair and transparent way and has adopted in full the Department for Education's latest School Admissions Code and School Admission Appeals Code as policies. These are available here:

<https://www.gov.uk/government/publications/school-admissions-code--2>

In addition to the provisions of these codes, the Trust has determined admission and over-subscription criteria and admission procedures for each Trust school. These are published on each school's website.