



Twyford
C of E
Academies Trust

Document Title	Admissions Policy
Committee Responsible for Policy	Board of Directors
Review Frequency	3 years (*)
Last Reviewed	July 2022 (updated February 2025)
Next Review Due	July 2025
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: 6 th February 2025
<p>1. What is the potential for this policy impacting a person or group with a protected characteristic differently (favourably or unfavourably) from everyone else?</p> <p>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.</p>	
<p>2. How would this be evidenced?</p> <p>Through regular monitoring of the religious and ethnic make-up of the intake of the school and consideration of possible unintended/indirect impact on protected groups.</p>	
<p>3. Is there evidence that the operation of the current policy might impact a person or group with a protected characteristic differently from everyone else?</p> <p>No (other than the legitimate discrimination described above)</p>	
<p>4. If the answer to 3 is 'Yes', please provide details and evidence.</p>	
<p>5. How might the new policy change this?</p> <p>N/A</p>	
<p>6. Are there any other changes to the policy which might impact a group with a protected characteristic differently from everyone else?</p> <p>No</p>	
<p>7. If the answer to 6 is 'Yes', please provide details and evidence.</p>	
<p>8. Policies are required to reduce or eliminate inequality and disadvantage and promote diversity. Does this assessment indicate that the Policy passes or fails this test?</p> <p>Pass</p>	

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.