

Document No. PP
Issue No. 1
Issue Date: 2022-06-16
Renewal Date: 2023-06-16
Originator: Christina Bailey
Responsibility: Executive Headteacher



Equality Impact Assessment (EIA)

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Equality Act 2010

The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- Race Disparity Audit - Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office)

We have a legal duty under current race, disability and gender legislation to undertake equality impact assessments on all our policies and practices in order to assess their impact on members of the school community such as pupils, parents/carers, school staff, governors, school volunteers, visitors and those from the wider school community. We have a particular duty to assess whether our policies and practices have, or could have, an adverse impact on the attainment levels of pupils from different equality groups.

We want everyone in our school community to be treated fairly and by undertaking EIAs we will establish whether members of the school community are being disadvantaged in any way by the implications of a policy or practice. EIAs involve predicting and assessing the implications of a policy or practice and trying to anticipate the needs of possible future members to our school community.

We understand that all present policies and practices, those being reviewed and planned must be equality impact assessed. Before undertaking a full equality impact assessment, a preliminary equality impact assessment will be administered. This will be undertaken by the person responsible for the policy or practice. If the policy or procedure is found to have a positive impact on one or more of the equality groups it will be endorsed by the senior leadership team and governing body before implementation. Any policy or practice that has a negative or adverse impact which could amount to unlawful discrimination will be changed.

We will identify and prioritise those policies and procedures that need to be equality impact assessed first and then to devise a three-year review programme for all policies and procedures.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the

Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We all have a responsibility to ensure equality permeates in to all aspects of school life and that everyone is treated equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. We want everyone connected with this school to feel safe, secure, valued and of equal worth.

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across the public services of health, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations, has a significant importance for the strategic planning of this school.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Aims

- To outline the procedure for undertaking equality impact assessments on all existing and planned policies and procedures.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

Responsibility for the policy and procedure

Role of The Governing Body

The Governing Body has:

- Appointed a member of staff to be responsible for reviewing and prioritising all policies and procedures that need to equality impact assessed.
- Delegated powers and responsibilities to the Headteacher to ensure all school staff and stakeholders are aware of and comply with this policy.
- Responsibility for ensuring that the school complies with all equality's legislation.
- Nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy.
- Responsibility for ensuring funding is in place to support this policy.

- Make effective use of relevant research and information to improve this policy.
- Responsibility for ensuring this policy and all policies are maintained and updated regularly.
- Responsibility for ensuring all policies are made available to parents.
- Nominated a link governor to:
 - visit the school regularly.
 - work closely with the Headteacher and the coordinator.
 - ensure this policy and other linked policies are up to date.
 - ensure that everyone connected with the school is aware of this policy.
 - attend training related to this policy.
 - annually report to the Governing Body on the success and development of this policy.
- Responsibility for the effective implementation, monitoring and evaluation of this policy.

Role of The Headteacher

The Headteacher will:

- Working in conjunction with the Senior Leadership Team will ensure all school staff, pupils and parents are aware of and comply with this policy.
- Work closely with the link governor and coordinator
- Make effective use of relevant research and information to improve this policy.
- Provide guidance, support and training to all staff.
- monitor the effectiveness of this policy.
- Annually report to the Governing Body on the success and development of this policy.

Role of The Coordinator

The Coordinator will:

- Lead the development of this policy throughout the school.
- Review and prioritise all policies and procedures that need to equality impacted assessed.
- Work closely with the Headteacher and the nominated governor.
- Provide guidance and support to all staff.
- Provide training for all staff on induction and when the need arises regarding the procedure on how to undertake equality impact assessments.
- Make effective use of relevant research and information to improve this policy.
- Keep up to date with new developments and resources.
- Undertake risk assessments when required.
- Review and monitor.
- Annually report to the Governing Body on the success and development of this policy.

Role of School Staff

School Staff will:

- Comply with all aspects of this policy.
- Implement the school's equalities policy and schemes.
- Report and deal with all incidents of discrimination.
- Attend appropriate training sessions.
- Report any concerns they have on any aspect of the school community.

Role of Parents/Carers

Parents/Carers will:

- Be aware of and comply with this policy.
- Be asked to take part periodic surveys conducted by the school.

Raising awareness of this policy

We will raise awareness of this policy via:

- School website
- Meetings with parents, such as, introductory, transition, parents' evenings
- School events
- Headteacher reports to the Governing Body
- App messages
- Email
- Social media
- Meetings with school staff

Training

We:

- Have in place appropriate training for this policy that is undertaken by a registered training provider that covers:
 - All aspects of this policy
 - Equal opportunities
 - Inclusion
- Ensure the content of all training is correct, delivered well and engages staff as we believe that the more engaging training is, the better the outcomes that we need to measure.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Monitoring the Implementation and effectiveness of the policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

Linked Policies

- Equality Policy
- Curriculum
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We believe this school policy:

- Is an essential part of the school.
- Supports staff in managing certain situations.
- forms an important framework that will ensure consistency in applying values and principles throughout the establishment.
- Provides guidance, consistency, accountability, efficiency, and clarity on how the school operates.
- Provides a roadmap for day-to-day operations.
- Ensures compliance with laws and regulations, gives guidance for decision-making, and streamlining internal processes.
- Is designed to influence and determine all major decisions, actions and all activities taking place within the boundaries set by them.
- Stems from the school's vision and objectives which are formed in strategic management meetings.