

EQUALITY IMPACT ASSESSMENT:

Name of policy to be assessed:	Single Equality and Community Cohesion Policy	Is this a proposed, new or reviewed policy?	Reviewed
Department :	St Andrew's CE Primary School	Staff Member Responsible:	Judith Rainford
What equality groups have been considered in undertaking this EIA?	Disability x Pregnancy & Maternity x Sexual Orientation X	Gender x Race x X	Gender Reassignment x Religion of Belief x
		Date :	March 2016
1. Briefly describe the aims and purpose of this aspect of the policy?	To ensure all aspects of equality and non-discrimination are open to scrutiny		
2. Who is intended to benefit from this aspect of the policy and in what way?	Staff, potential staff, pupils, parents/carers, governors, visitors, external agencies, contractors, school partners		
3. What outcomes are wanted from this aspect of the policy?	Transparency and fairness		
4. What factors / forces could contribute / detract from achieving the outcomes?	Time lapses in form filling procedures Absences		
5. Who implements this aspect of the policy, and who is responsible?	Head Teacher		
6. What evidence or data has been collected and used to determine the impact on pupil equality groups? Have any data gaps been identified?	Tracking information. Positive findings reinforced by Raise online report		
7. Has previous consultation indicated any possible concerns or issues in relation to equality and diversity?	Yes	No	
8. Is there an opportunity to promote equality of opportunity or community relations more effectively by altering this aspect of the policy, or by working with others?	Yes	No	But always under review
9. Are there concerns that this aspect of the policy <i>could</i> have a differential impact on disability pupil groups?	Yes	No	But always under review
<i>What existing evidence do you have for this?</i>	<i>Assessment file, behaviour reviews, surveys</i>		
10. Are there concerns that this aspect of the policy <i>could</i> have a differential impact on pupils due to gender ?	Yes	No	But always under review
<i>What existing evidence do you have for this?</i>	<i>Assessment file, behaviour reviews, surveys</i>		
11. Are there concerns that this aspect of the policy <i>could</i> have a differential impact on pupils due to gender reassignment ?	Yes	No	But always under review

<i>What existing evidence do you have for this?</i>	<i>No precedent for gender reassignment</i>		
12. Are there concerns that this aspect of the policy <i>could</i> have a differential impact on pupils due to their pregnancy / maternity ?	Yes	No	But always under review
<i>What existing evidence do you have for this?</i>	<i>4 pregnancies + 1 adoption 2016. To date one TA returning 0.5 week and two teachers returning 3 and 4 days a week</i>		
13. Are there concerns that this aspect of the policy <i>could</i> have a differential impact on pupils due to their race ?	Yes	No	But always under review
<i>What existing evidence (either presumed or otherwise) do you have for this?</i>	<i>Assessment file, behaviour reviews, surveys</i>		
14. Are there concerns that this aspect of the policy <i>could</i> have a differential impact on pupils due to their religion or belief ?	Yes	No	Church of England school
<i>What existing evidence (either presumed or otherwise) do you have for this?</i>			
15. Are there concerns that this aspect of the policy <i>could</i> have a differential impact on pupils due to their sexual orientation ?	Yes	No	But always under review
<i>What existing evidence (either presumed or otherwise) do you have for this?</i>	<i>No evidence to support. Would expect concerns to come to briefing</i>		
16. Could the differential impact identified in Questions 9-14 amount to there being the potential for adverse impact in this aspect of the policy?	Yes	No	But always under review
17. Can this adverse impact be objectively justified on the grounds of promoting equality of opportunity for one group? Or any other reason? (<i>what are the grounds for objective justification</i>)	Yes	No	But always under review
18. Should the policy proceed to a full impact assessment?	Yes	No	
19. Date on which the Full EIA to be completed by.	Date:		

EIA ACTION / IMPROVEMENT PLAN

Key Findings	Actions / Recommendations	Resources	Completion Date	Lead staff
Signature 1 – SLT staff			Date:	
Signature 2 – Policy lead staff			Date:	

