

EASTLEA PRIMARY SCHOOL

Summary of Equality Impact Assessment – Financial Proposal

Proposal: The proposed redundancy/reduction of hours of MDSAs, cleaners, teaching assistants and admin staff from the staffing structure of Eastlea Primary School.

Date impact assessment completed: Error! Reference source not found.

Description of proposal: It is proposed that the number of support staff (MDSAs, cleaners and teaching assistants) and the admin hours be reduced with effect from September 2019 to address forecast budget deficit for 2019/20 which has come about as a result of reduced budget share and falling pupil rolls.

School leader(s) and governor(s) involved in assessment: Emma Beeston (Head Teacher, Claire Martin (Local Authority HR Adviser), Diana Blackburn (governor), Sheila O’Neil (governor), Diane Oliver (governor), Dorothy Pearl (governor) and Helen Welsh (governor).

Expected outcomes of proposal: Deleting the above hours/posts from the school’s staffing structure will achieve the aim of balancing the school’s budget for 2019-20 which would otherwise be in deficit. The proposed redundancy selection pool and selection criteria are designed to ensure that the school retains those staff which are required to meet its future operational, curriculum and managerial needs in the light of its school improvement priorities.

Summary of impact assessment: The EIA has identified risks to equality which will not be eliminated, and/or opportunities to promote better equality which will not be taken. Acceptance of these is reasonable and proportionate, given the objectives of the proposal, and its overall financial and policy context (including the time available before the school’s budget is required to be set).

Summary explanation: This judgement is based on the fact that although potentially discriminatory for some groups, this proposal is legitimate in terms of its overall financial context. The impact of any effect on specific groups will be carefully managed and is deemed to be reasonable and proportionate given the school’s context.

Planned monitoring arrangements: The hearing body will monitor the equalities impact of the proposal once the redundancy selection criteria have been applied and will continue to monitor the protected characteristics of its workforce.

This summary must be published by the school, for example, on its website. The full equality impact assessment must be available on request to staff, trade union representatives and members of the public.