## EASTLEA PRIMARY SCHOOL

## Summary of Equality Impact Assessment – Financial Proposal

**Proposal:** The proposed redundancy of teaching assistants from the staffing structure of Eastlea Primary School.

**Date impact assessment competed:** May 2017

**Description of proposal:** It is proposed that the number of support staff (teaching assistants) be reduced with effect from September 2017 to address forecast budget deficit for 2017/18 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 rep), Sheila O’Neil (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 2017-18 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 f the proposal, and its overall financial and policy context (including the tine 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.