

Equality Impact Assessment (EIA): School Improvement – The Way Forward

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Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

Executive Lead / Head Sign off:

Executive Lead(s)		Executive Head:	
Date:		Date:	

Relevance Test – 'A Proportionate Approach'

Not all of the proposals or strategies we put forward will be 'relevant' in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer 'yes' to any of the questions below you must complete a full EIA.

1)	Does this report relate to a key decision?	Y√	N <input type="checkbox"/>
2)	Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following: <ul style="list-style-type: none"> • The Community (including specific impacts upon the vulnerable or equality groups) • Our Partners • The Council (including our structure, 'knock-on' effects for other business units, our reputation, finances, legal obligations or service provision) 	Y√ Y√ Y√	N <input type="checkbox"/> N <input type="checkbox"/> N <input type="checkbox"/>

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the proposal and what is the intended outcome?	<ul style="list-style-type: none">• To consolidate and continue the positive trajectory for school improvement in Torbay• To utilise diminishing resources in a more effective way through a new partnership with schools in Torbay
2.	Who is intended to benefit / who will be affected?	The immediate beneficiaries will be schools with the ultimate beneficiaries being children and young people in Torbay

Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

Evidence, consultation and engagement

No	Question	Details
3.	Have you considered the available evidence?	<p>The first task group to be set up under this arrangement will be to examine the effectiveness of the Pupil Premium in Torbay. The success of this will have a major impact on opportunities for these children within the most deprived communities.</p> <p>The proposal includes all schools regardless of background or academic ability and promotes good positive relations with education partners.</p>
4.	How have you consulted on the proposal?	Consultation with individual schools and collectively with Headteachers (12 February 2015)
5.	Outline the key findings	The proposals were given full support by Headteachers.
6.	What amendments may be required as a result of the consultation?	None.

Positive and negative equality impacts

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups	<i>There are no negative impact from this proposal</i>		
		Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
	Older or younger people	Improved academic achievement and life opportunities for children and young people		
	People with caring Responsibilities		No negative Impact	
	People with a disability		No negative Impact	
	Women or men		No negative Impact	
	People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>		No negative Impact	
	Religion or belief (including lack of belief)		No negative Impact	
	People who are lesbian, gay or bisexual		No negative Impact	
	People who are transgendered		No negative Impact	
	People who are in a marriage or civil partnership		No negative Impact	
	Women who are pregnant / on maternity leave		No negative Impact	
	Socio-economic impacts (Including impact on child poverty issues and	Positive impact on narrowing the gap for those children eligible for Pupil Premium		

No	Question	Details	
	deprivation)		
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)		No negative Impact
8.	Cumulative Impacts – Council wide	The proposals ensure that the Council continues to meet its duties under Section 13A of the 1996 Education Act.	
8b	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	The proposals anticipate the continuing growth in Academy schools in Torbay and promote partnership between schools regardless of their status.	

Section 3: Mitigating action

No	Action	Details
9.	Summarise any negative impacts and how these will be managed?	None.

Section 4: Monitoring

No	Action	Details
10.	Outline plans to monitor the actual impact of your proposals	The proposal will be subject to an annual review as stated in the report

Section 5: Recommended course of action *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick	Reasons/justification for recommended action
11.	State a recommended course of action <i>Clearly identify an option and justify reasons for this</i>	Outcome 1: No major change required - EIA <i>has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i>	✓	<i>No major change required as full support from all partners.</i>

<p><i>decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</i></p>			
	<p>Outcome 2: Adjustments to remove barriers – <i>Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</i></p>		
	<p>Outcome 3: Continue with proposal - <i>Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have 'due regard'.</i></p>		
	<p>Outcome 4: Stop and rethink – <i>EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</i></p>		