

Decision on whether Torbay Council should establish a Local Authority Multi-Academy Trust

Equality Impact Assessment

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
Age	18% of Torbay residents are aged under 18 years old. 55% of Torbay residents are aged between 18 to 64 years old. 27% of Torbay residents are aged 65 and older.	Children and young people are the principal beneficiaries of the decision. Supporting schools to access established, high-quality trust capacity may strengthen school improvement and educational sustainability. Older residents are not expected to experience a differential impact.	Ensure children's outcomes, safeguarding, inclusion and community accessibility are explicit trust-matching and due-diligence considerations. Seek age-appropriate pupil voice where transition proposals affect a school community.	Children's Services / Education, throughout trust exploration and conversion activity.
Carers	At the time of the 2021 census there were 14,900	No direct adverse differential impact is identified. Parent carers of children with SEND may be	Include SEND, reasonable adjustment, family engagement and co-production expectations	Children's Services / Education and SEND, throughout trust

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
	unpaid carers in Torbay. 5,185 of these carers provided 50 hours or more of care.	particularly affected by how prospective trusts approach inclusion, communication and local provision.	in trust matching and due diligence. Maintain clear communication with parent-carer representatives where relevant.	exploration and conversion activity.
Care experienced	As of January 2026, there were 277 former care experienced young people aged 18-24 in Torbay.	Care-experienced children and young people may benefit from stronger school improvement and pastoral capacity. There is a potential risk if trust arrangements do not sustain inclusive practice and support for vulnerable learners.	Test prospective trusts' approach to children in care and previously looked-after children, including governance oversight, attendance, attainment, safeguarding and partnership with the Virtual School.	Children's Services / Education and Virtual School, during due diligence and ongoing partnership oversight.
Disability	In the 2021 Census, 23.9% of Torbay residents answered that their day-to-day activities were limited a little or a lot by a physical or	Children and adults with disabilities may be affected by changes in governance, access arrangements and the delivery of SEND support. The intended impact is positive where trust selection places inclusion and	Require evidence of inclusive leadership, SEND expertise, accessibility, reasonable adjustments and effective partnership with the local area. Include these matters in the	Children's Services / Education and SEND, during trust matching, due diligence and transition monitoring.

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
	mental health condition or illness.	SEND at the centre, but inconsistent trust practice is a potential adverse risk.	trust-matching framework and due-diligence prompts.	
Gender reassignment	In the 2021 Census, 0.4% of Torbay's community answered that their gender identity was not the same as their sex registered at birth.	No direct differential impact is identified. School policies and culture should continue to protect pupils and staff from discrimination, harassment and victimisation.	Consider equality, safeguarding, anti-bullying and workforce policies as part of proportionate trust due diligence.	Children's Services / Education, during due diligence and ongoing partnership working.
Marriage and civil partnership	Of those Torbay residents aged 16 and over at the time of 2021 Census, 44.2% of people were married or in a registered civil partnership.	There is no differential impact identified.	No specific mitigation is required. Continue to apply equality and employment-law considerations through implementation.	Children's Services / Education, throughout implementation.

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
Pregnancy and maternity	- Between 2013 and 2024, the rate of live births (as a proportion of females aged 15 to 44) has been slightly but significantly higher in Torbay (average of 56.0 per 1,000) than the Southwest (53.4) and broadly in line with England (56.3). - For the period 2022 to 2024, rates in Torbay (44.6) have been significantly below England (50.0).	No direct differential impact is identified. Employees, pupils and families should continue to receive appropriate protection and support under trust policies.	Consider equality, accessibility, maternity and workforce policies within proportionate due diligence and transition planning.	Children's Services / Education, during due diligence and transition.
Race	In the 2021 Census, 96.1% of Torbay	No direct adverse differential impact is intended. There is a	Include inclusive curriculum, anti-racism, equalities data,	Children's Services / Education, during due

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
	residents described their ethnicity as the following: • 1.6% as Asian, Asian British or Asian Welsh • 0.3% as Black, Black British, Black Welsh, Caribbean or African • 1.5% as being of Mixed or Multiple ethnic groups • 96.1% as White • 0.4% described their ethnicity another way. • Black, Asian and minoritised ethnic communities are more likely to live	potential risk if future trust arrangements do not reflect the needs of minoritised communities or address unequal outcomes and barriers.	community engagement and action on disparities within trust-matching and due-diligence considerations.	diligence and ongoing local partnership oversight.

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
	in areas of Torbay classified as being amongst the 20% most deprived areas in England.			
Religion and belief	The 2021 Census showed that the residents in Torbay identify their religion and/or belief as the following; • 48.5% are Christian • 0.4% are Buddhist • 0.2% are Hindu • 0.6% are Muslim • Less than 0.1% are Sikh • 0.1% are Jewish • 0.7% have another religion • 43.2% have no religion	The maintained school landscape includes schools with particular religious or foundation considerations. Trust options must respect lawful faith designations and freedom of religion or belief while maintaining inclusive provision.	Engage relevant diocesan bodies and governing bodies. Confirm governance, admissions, curriculum and equality implications through school-specific due diligence.	Children's Services / Education, with diocesan and school partners, during trust exploration and conversion.

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
	6.3% did not answer			
Sex	51.3% of Torbay's population are female. 48.7% of Torbay's population are male.	No direct differential impact is identified. Potential impacts on pupils or staff should be considered through trust equality information and policies.	Review relevant equality, safeguarding, curriculum and workforce arrangements through proportionate due diligence, including evidence of action on sex-based disparities where applicable.	Children's Services / Education, during due diligence and ongoing partnership working.
Sexual orientation	In the 2021 Census, residents described their sexuality as follows; 89% as Straight or Heterosexual 1.7% as Gay or Lesbian 1.1% as Bisexual 0.1% as Pansexual	No direct differential impact is identified. School culture and policy must continue to protect pupils and staff from discrimination, harassment and victimisation.	Consider equality, safeguarding, anti-bullying, curriculum and workforce policies as part of proportionate trust due diligence.	Children's Services / Education, during due diligence and ongoing partnership working.

Protected characteristics under the Equality Act and groups with increased vulnerability	Data and insight	Equality considerations (including any adverse impacts)	Mitigation activities	Responsible department and timeframe for implementing mitigation activities
	0.1% described their sexuality another way 7.4% of people didn't answer the question			
Armed Forces Community	- In 2021, 3.8% of residents in England reported that they had previously served in the UK armed forces. - In Torbay, 5.9% of the population have previously served in the UK armed forces.	No differential impact is identified. Service children may nonetheless require continuity of support where mobility affects education.	Ensure prospective trusts can evidence inclusive admissions, pastoral and attendance support, including responsiveness to service children where relevant.	Children's Services / Education, during due diligence and ongoing partnership working.

Additional considerations:				
Socio-economic impacts (Including impacts on child poverty and deprivation)	Torbay is ranked as the 39th most deprived upper tier local authority in England in the Index of Multiple Deprivation 2025.	The decision may have a positive indirect impact if schools gain access to stronger improvement capacity and financially resilient systems. There is a risk that trust choices do not sufficiently reflect Torbay's deprivation profile or local community needs.	Prioritise evidence of sustained improvement in disadvantaged communities, effective use of resources, inclusive attendance practice and commitment to local collaboration in trust matching.	Children's Services / Education, during due diligence and ongoing strategic oversight.
Public Health impacts (Including impacts on the general health of the population of Torbay)	For the five-year period 2020 to 2024, data shows there is a 6-year life expectancy gap between males who live in Torbay's least and most deprived areas and, a 3-year gap for females.	No direct population-health impact is identified. Education quality, inclusion, attendance and wellbeing can influence longer-term outcomes for children and communities.	Consider safeguarding, wellbeing, attendance, mental health support and partnership with local services when assessing prospective trusts.	Children's Services / Education with Public Health and partners as relevant, during due diligence and partnership oversight.
Human Rights impacts		The decision does not remove existing statutory protections. Implementation must continue to respect children's rights, family life, non-discrimination, education and lawful governance processes.	Undertake fair, transparent and school-specific due diligence and consultation where required. Maintain access to complaints, safeguarding and accountability arrangements.	Children's Services / Education and Governance/Legal as required, throughout implementation.

Child Friendly		The decision is intended to support sustainable, inclusive and high-quality education for children and young people. A potential adverse impact would arise if children's views and local identity were not considered during school-specific transitions.	Place children's best interests, inclusion, safeguarding and outcomes at the centre of trust matching. Enable meaningful pupil voice and clear communication whenever proposals affect an individual school.	Children's Services / Education and schools, throughout trust exploration and conversion.
-----------------------	--	---	---	--