**Our Lady and St Joseph School**

# Initial Equality Impact Assessment

**Please complete an initial equality impact assessment once this policy has been customised to suit your purposes.**

| Policy Title | The aim(s) of this policy | Existing policy (✓) | New/Proposed Policy (✓) | Updated Policy (✓) |
|---|---|---|---|---|
| | | | ✓ | |

| This policy affects or is likely to affect the following members of the school community (✓) | Pupils | School Personnel | Parents/carers | Governors | School Volunteers | School Visitors | Wider School Community |
|---|---|---|---|---|---|---|---|
| | | | | | | | |

| Question | Equality Groups | | | | | | | | | | | | | | | | | | | | | | | | Conclusion | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Does or could this policy have a negative impact on any of the following?** | Age | | | Disability | | | Gender | | | Gender identity | | | Pregnancy or maternity | | | Race | | | Religion or belief | | | Sexual orientation | | | **Undertake a full EIA if the answer is 'yes' or 'not sure'** | |
| | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Yes | No |
| | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ |
| **Does or could this policy help promote equality for any of the following?** | Age | | | Disability | | | Gender | | | Gender identity | | | Pregnancy or maternity | | | Race | | | Religion or belief | | | Sexual orientation | | | **Undertake a full EIA if the answer is 'no' or 'not sure'** | |
| | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Yes | No |
| | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | | ✓ |
| **Does data collected from the equality groups have a positive impact on this policy?** | Age | | | Disability | | | Gender | | | Gender identity | | | Pregnancy or maternity | | | Race | | | Religion or belief | | | Sexual orientation | | | **Undertake a full EIA if the answer is 'no' or 'not sure'** | |
| | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Yes | No |
| | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | | ✓ |

| Conclusion | We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required. |
|---|---|

| Preliminary EIA completed by | Date | Preliminary EIA approved by | Date |
|---|---|---|---|
| | | | |

## Policy Evaluation

**Our Lady and St Joseph School**

| Points to be considered | Yes | No | N/A | Please supply evidence |
|---|---|---|---|---|
| • Policy annually reviewed | | | | |
| • Policy in line with current legislation | | | | |
| • Coordinator in place | | | | |
| • Nominated governor in place | | | | |
| • Coordinator carries out role effectively | | | | |
| • Headteacher, coordinator and nominated governor work closely | | | | |
| • Policy endorsed by governing body | | | | |
| • Policy regularly discussed at meetings of the governing body | | | | |
| • School personnel aware of this policy | | | | |
| • School personnel comply with this policy | | | | |
| • Pupils aware of this policy | | | | |
| • Parents aware of this policy | | | | |
| • Visitors aware of this policy | | | | |
| • Local community aware of this policy | | | | |
| • Funding in place | | | | |
| • Policy complies with the Equality Act | | | | |
| • Equality Impact Assessment undertaken | | | | |
| • Policy referred to the School Handbook | | | | |
| • Policy available from the school office | | | | |
| • Policy available from the school website | | | | |
| • School Council involved with policy development | | | | |
| • All stakeholders take part in questionnaires and surveys | | | | |
| • All associated training in place | | | | |
| • All outlined procedures complied with | | | | |
| • Linked policies in place and up to date | | | | |
| • Associated policies in place and up to date | | | | |
| **A statement outlining the overall effectiveness of this policy** | | | | |
| | | | | |