

Equality Impact Assessment – Llanishen High School

Name of Policy or Procedure	<u>staff dress code policy</u>
Date of review/approval	<u>Jan 2020</u>
Date assessment completed	Feb 2020
Those involved in the assessment	Andrea Rich Sarah Parry
Protected characteristics unlikely to be impacted by the policy/procedure and reasons for drawing these conclusions (by reference to each characteristic or group of characteristics)	Marital status Age Disability Sexual orientation These characteristics are unlikely to be impacted on by the staff dress code policy
Protected characteristics which could be impacted by the policy/procedure i.e. there is the potential for having a negative differential impact – reasons for drawing these conclusions by reference to each characteristic	Gender/ sex Religion belief Gender reassignment Pregnancy/ maternity Dress identifies you as an individual however the policy tries to ensure that the protected characteristics are not negatively impacted.
How the policy as reviewed/approved takes account of each characteristic for which there could be a negative differential impact – by reference to each of those characteristics	<u>the policy has been reviewed in line with the protected characteristics above and is written to ensure it minimises or negates the impact it may have.</u>
Recommended changes to mitigate against potential negative differential impacts	<u>see below</u>
Changes made	The identification of gender has been removed to ensure there is no difference in the dress code of male or female staff or those who identify as different gender from their birth.
Reasons for not making any change identified	

Follow up action

Statement to be made at the end of the policy text as approved prior to publication on the website that

'An equality impact assessment has been carried out for this policy/procedure and as necessary changes made to mitigate any identified negative differential impact on individuals having one of the protected characteristics contained in the Equality Act 2010.'
Add as necessary *' Potential changes judged to have a disproportionate effect on the benefits offered by the policy/procedure or running counter to the policy/procedure have*

not been made.'

A copy of this report to be placed in the EIA folder on the policy section of the school website.

Background note (not for inclusion in the completed and published EIA for an individual policy)

The protected characteristics under the Equalities Act 2010 are:

Race

Disability

Gender/sex

Sexual orientation

Religion/belief

Age

Gender reassignment

Pregnancy/maternity

Marital status

All policies (which is widely defined and not confined to those school documents described as 'policies') needed to be assessed against all of the characteristics to see whether they have a negative differential impact on people with any of these characteristics. (An organisation can choose to include assessment of the impact on other characteristics such as socio-economic background e.g. FSM/non-FMS pupils or human rights - but that is up to the organisation and not required by the law).

Having made the assessment a decision needs to be made on whether the policy should be amended to address any negative differential impact identified for any group with a protected characteristic - or a decision taken that despite such an impact, the benefits of the policy as proposed outweighed the benefits of changing it to deal with the negative impact.

The EIA needs to be done at the time a policy is introduced or reviewed. It should be done if possible by a group of people who themselves have diverse characteristics.

When policies which already have an EIA are reviewed it is only necessary to update the EIA in respect of changes which have been made to the policy. The EIA itself should be noted to show that it has been reviewed in light of changes made to the policy – and the date of that review recorded on the EIA.