

Equality Impact Assessment – Llanishen High School

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| Name of Policy or Procedure | Equality Policy Statement |
| Date of review/approval | 4 th February 2020 |
| Date assessment completed | 01/03/20 |
| Those involved in the assessment | Ellen Mills and Elizabeth Taylor |
| 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) | None The policy statement sets out the school's aims and objectives for complying with its duties under the Equality Act 2010 to promote equality for people with protected characteristics under the Act and to embed fairness and equality in all that the school does. The tasks to be undertaken to achieve this are set out in the school's annual strategic equality plan. |
| 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 | The policy statement is intended to have a beneficial, not a negative impact, on all those within the school community with protected characteristics – those characteristics being Race Disability Gender/sex Sexual orientation Religion/belief Age Gender reassignment Pregnancy/maternity Marital status |
| 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 | The policy statement sets out the high level aims and objectives; and identifies those within the school responsible for implementing the policy statement through overall conduct of the school and specifically through the annual plan. There is a particular reference to the guidance which the school will follow in its dealings with transgender individuals. In drawing up the annual strategic equality policy plan a check is made against each of the protected characteristics to ensure consideration is given to potential action in relation to groups with each of those characteristics. |
| Recommended changes to mitigate against potential negative differential impacts | None |
| Changes made | N/A |
| Reasons for not making any change identified | N/A |