

## Seghill First School

### Summary of Equality Impact Assessment – Financial Proposal

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**Proposal:** Proposed revised staffing structure.

**Date impact assessment completed:** 31.03.2017

**Description of proposal:** To review the business case for making redundancies; To identify the other measures that have already been taken but have failed to avoid the need for redundancies; To identify the proposed posts to be made redundant, selection pools and redundancy selection criteria as the basis for consultation with staff and trade union representatives.

**School leader(s) and governor(s) involved in assessment:** Mr Mike Catchpole (hearing body chair), Mrs Stephanie Hall (chair of governors), Mrs Claire Gauld (governor), Miss Tracey Chappell (headteacher).

**Expected outcomes of proposal:** The outcomes of the proposal will be expected to reduce the current and future deficit budget while maintaining the school's ability to deliver a broad and balanced curriculum.

**Summary of impact assessment:** The EIA has identified risks to equality which will not be eliminated, and/or opportunities to promote better equality which will not be taken. Acceptance of these is reasonable and proportionate, given the objectives of the proposal, and its overall financial and policy context (including the time available before the School's budget is required to be set).

**Summary explanation:** The EIA identified risks to equality which will not be eliminated due to the gender of all staff who may be affected by this proposal being female.

**Planned monitoring arrangements:** The sub-committee will monitor the impact of the implementation of the proposal on equality of opportunity at each stage of the process.

This summary must be published by the school, for example, on its website. The full equality impact assessment must be available on request to staff, trade union representatives and members of the public.