



# ST ALBANS GIRLS' SCHOOL

## Equality Impact Analysis

When reviewing all schools policies, the following Equality Impact Analysis (EIA) should be undertaken to ensure fairness of the new proposals/policy and to identify any action needed to redress any potential discrimination, positively promoting equal opportunities, improved access and participation for all.

<b>Title of Policy:</b>	Careers Employability and Enterprise
<b>Date:</b>	Autumn 2018
<b>EIA carried out by:</b>	Miss Ellen McHugh
<b>EIA reviewed by:</b>	Curriculum, Assessments and Standards

<b>1. Identify the aims and objectives of the policy, what will be the proposed change and how will it be implemented</b>	
<ul style="list-style-type: none"> <li><b>Policy contains information about:</b> Overall aims and objectives? What is the proposed change? Who is intended to benefit from the proposal and in what way? Outcomes of the policy? How will it be put into practice and who is responsible for this?</li> </ul>	The aim of this policy is to ensure full independent advice and guidance for all students

<b>2. Assessment of Impact?</b> <i>To include impact of policy, any plans needed to mitigate any negative impact, equality issues to be addressed</i>		
Characteristic	Group	Effect/Impact
<ul style="list-style-type: none"> <li>Age</li> <li>Disability</li> <li>Gender reassignment</li> <li>Marriage/civil partnership</li> <li>Pregnancy/Maternity</li> <li>Race</li> <li>Religion or Belief</li> <li>Sex</li> <li>Sexual orientation</li> </ul>		No impact

<b>3. Consultation</b>	
<ul style="list-style-type: none"> <li><b>New policy contains information about:</b> Policy audience, expected actions and outcomes Consultation and communication process Accessibility for all Fair access to the consultation process Lessons learnt from previous consultation, if appropriate</li> </ul>	Expectations, requirements and actions.

<b>4. Decision</b>	
<ul style="list-style-type: none"> <li>• Should the new proposal/policy be agreed and any impacts identified following consultations?</li> <li>• What reasonable adjustments are required?</li> </ul>	No issues or adjustments required

<b>5. Action Planning</b>	
<ul style="list-style-type: none"> <li>• Any actions identified to address inequality for different groups?</li> <li>• Any actions identified to promote equality and diversity?</li> <li>• Where are these actions recorded and who is responsible for them?</li> </ul>	None

<b>6. Monitoring and Review</b>	
<ul style="list-style-type: none"> <li>• When will the impact assessment be reviewed?</li> <li>• Who is responsible?</li> </ul>	<p>Autumn 2020</p> <p>Miss Ellen McHugh</p>

<b>7. Publication of the results of the impact assessment</b>	
<ul style="list-style-type: none"> <li>• Results of EIA are published – where and when?</li> <li>• The results are kept as a public record of the EIA – where and when?</li> </ul>	With policy