Equality Impact Assessment– School Redundancy Consultation and Proposal

This Equality Impact Assessment (EqIA) is used to assist us to ensure we meet our duties under the Equality Act 2010 to take account of the needs and impacts of the proposal or function in relation to people with protected characteristics. Please note, this is an ongoing duty. This means we will keep this EqIA under review and update it as necessary to ensure its continued effectiveness.

To demonstrate having 'due regard' for the Equalities Act (2010) and the Public Sector Equality Duty Section 149, when making significant decisions that include policies, processes and/or guidance it is crucial that Etwall Primary School considers the needs and implications for those people with protected characteristics.

The EqIA has been completed to identify the potential adverse effects of the significant decision, in this case school re-opening on pupils and staff with protected characteristics. There are nine protected characteristics under the Equalities Act (2010) that include age, disability, gender reassignment, race, religion or belief, marriage and civil partnership, sexual orientation, pregnancy and maternity and sex.

We are mindful of the emerging data and evidence of the disproportionate adverse effects of REDUNDANCY on people with protected characteristics specifically Gender, Black, Asian, and Minority Ethnic (BAME) groups, Disabled People and Older People. These impacts must be born in mind when making the decision for whether the redundancy process should be carried out.

Guidance used in assessment of Impact and identification of Reasonable Adjustments:

- **Derbyshire Redundancy and Restructure Policy and Procedure – adopted by Etwall Primary School Governing Board**

REDUNDANCY: Equality impact assessment – Staff

Policy or Decision	REDUNDANCY: Individuals with increased vulnerability to poorer outcomes from REDUNDANCY	Assessment conducted by – name:	Sarah Bentley
School Name:	Etwall Primary School	Assessment conducted by – job title:	Headteacher
Covered by this Assessment:	Staff	Assessment date:	13/10/2025

Groups with protected characteristics	It is assessed that this decision could have a:			Impact Comments:	Reasonable Adjustments Identified:	Negative Impact: Please provide details as to why reasonable adjustments are not being made
	Positive Impact	Neutral Impact	Negative Impact			
Age (Adults only)			X	Staff aged between 55 and 59 are not eligible for redundancy and instead can only apply for early retirement	Staff within this category will be able to access their unreduced pension benefits based on the pension contributions made at the date of the termination	Not Applicable – all reasonable adjustments will be made.
Disability		X		No evidence of impact	Not required	Not required
Gender reassignment		X		No evidence of impact	Not required	Not required
Marriage and civil partnership		X		No evidence of impact	Not required	Not required
Pregnancy and maternity		X		No evidence of impact	Not required	Not required
Race		X		No evidence of impact	Not required	Not required
Religion or belief		X		No evidence of impact	Not required	Not required
Sex		X		No evidence of impact	Not required	Not required
Sexual orientation		X		No evidence of impact	No evidence of impact	Not required