

Equality Impact Assessment

Section 1 - Overview

Name of policy/activity/practice being assessed	The trust is proposing to increase the number of places in the Communication and Additional Resourced Provision (ARP) at Benfield School from 15 to 25 from 1 September 2021.
Summary of aims and objectives of the policy/activity/practice	The trust has been asked by Newcastle City Council to expand the current ARP to meet the urgent need for additional places for pupils who have identified special education needs that can be met by this type of provision within a mainstream school.
What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)	<p>Initial consultation has taken place with the City Council, which has indicated that it will provide a letter of support for the trust to submit to the Department for Education (DfE) as part of its application to change the provision of an open academy.</p> <p>The trust has initiated local consultation with key stakeholders including parents/carers of children at Benfield School (particularly those within the current ARP), parents/carers within the local area, local authorities with Education and Health Care Plan (EHCP) pupils at Benfield School and other schools in the local area. This is due to close on 30.06.21 and the views of consultees will be taken into account before the trust board decides whether to submit an application to the DfE.</p>
Who is affected by the proposed policy/activity/practice?	<p>Young people with communication and interaction needs in the East of Newcastle upon Tyne.</p> <p>Pupils within Benfield School, particularly those currently allocated a place in the Communication and Interaction ARP.</p> <p>NEAT Academy Trust employees.</p>
What are the arrangements for monitoring and reviewing the actual impact of the proposed policy/ activity/practice if it proceeds?	Benfield Schools' senior leadership team will oversee the implementation of the proposed policy if it proceeds and address any initial operational issues that may arise. The trust will work with the SLT to review the actual impact of expanding the provision between April and July 2022.

Section 2 - The trust's role as an education provider: potential impact on pupils by protected characteristic group

Protected characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Disability	There is potential for a positive impact.	Expanding the number of places in the ARP from 15 to 25 will enable more young people with communication and interaction needs in the East of Newcastle upon Tyne to benefit from this specialist provision. The extra funding that this will attract will enable Benfield School to appoint additional specialist staff to meet the needs of all pupils within the ARP.	
Gender reassignment	Unknown	The pupils who will benefit from the additional ARP places will be those whose Education and Health Care Plan (EHCP) identifies that Benfield School's ARP is suitable provision to meet their needs. This may have an indirect impact on the proportion of pupils with specific protected characteristics within the ARP	
Pregnancy and maternity			
Race			
Religion or belief			
Sexual orientation			
Sex			

		but this is unknown until the pupils are allocated a place.	
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Section 3 - The trust's role as an employer: potential impact on employees by protected characteristic group

Protected characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the policy)
Age	Unknown	The appointment of additional employees may have an indirect impact on the proportion of staff with specific protected characteristics at Benfield School but this is unknown until the staff are appointed. The school will follow a fair and robust recruitment process and will collect equalities monitoring data to enable it to monitor the impact of its recruitment practices.	
Disability			
Gender reassignment			
Marriage or civil partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sexual orientation			
Sex			

Section 4 - Evaluation

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate against or unfairly disadvantage people?	No.	
Final Decision	Tick the relevant box	Include any explanation / justification

1. No barriers identified, therefore activity will proceed.	✓	The proposal is intended to have a positive equalities impact, subject to any issues raised by stakeholders during the local consultation exercise.
2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups.		
3. You can adapt or change the policy in a way which you think will eliminate the bias.		
4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice. Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.		

Section 5 – Publication/review

Will this EIA be published?	Yes – on-line
Completed by:	Suzanne Hendey, Head of Governance and Corporate Affairs with input from Richard Carr, Headteacher and Charles Turvill, Chief Operating and Financial Officer
Date completed:	10.06.21
Review date:	30.06.21 at the end of the local consultation
Changed by:	
Change date:	