

ROTHBURY FIRST SCHOOL

Summary of Equality Impact Assessment – Financial Proposal

Proposal: Proposed redundancy of a teacher Rothbury First School

Date impact assessment completed: 23rd February 2018

Description of proposal: Redundancy of one teacher due to reduced pupil numbers and associated budget constraints

School leader(s) and governor(s) involved in assessment:] Robert Famelton – Chair of Governors, Susan Watson-Governor, Nicki Mathewson- Head, John Gray-Governor, Bridget Halpen- county council HR advisor

Expected outcomes of proposal:

Deleting the above post from the school's staffing structure will achieve the aim of balancing the school's budget which would otherwise be in deficit, reducing one post in light of a reduction in the number of pupils across the school. The proposed redundancy selection pool and selection criteria are designed to ensure that the school retains those staff which are required to meet its future operational and curriculum needs, in light of its school improvement priorities. Number of classes to be reduced by one, by amalgamating two year groups, from September 2018. This allows reasonable class sizes, while maintaining teaching standards. To achieve this it is necessary to reduce the total teaching staff level at the school from 6.4 to 5.5 Full Time Equivalent (FTE) teachers.

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:

Judgement was reached by considering impacts and mitigating if possible. Some were not possible to mitigate but that the process reasonable and proportionate given the object of the proposal.

Planned monitoring arrangements:

The school and Governors are aware of equal opportunities and consider them when making all decisions. The impact of this proposal will be reviewed by the staffing committee during implementation and again when the new staffing structure is reviewed to assess effectiveness. After that when the 12 monthly review of staffing takes place.