



Everyone is valued as an individual
'Love your neighbour, as yourself (Mark 12:31)

Equality Impact Assessment Academy Conversion

1. Purpose

The purpose of this report is to provide for the Governing Body of Rothersthorpe CE Primary School an Equalities Impact Assessment (EIA) of their proposal for the School to convert to an Academy. The Purpose of the EIA is to identify equalities implications of the proposal to convert from a Maintained School to an Academy. The impact will be measured principally in terms of its impact on young people and families; our staff; other educational and community institutions in our vicinity.

2.Scope

What is the existing service, document or action being impact assessed?

What are the aims and objectives of this service, document or action?

The Proposal

Following the implementation of the Academies Act 2010, the Governing Body of Rothersthorpe CE Primary School is consulting on the proposal to convert from a Local Authority Maintained School to an Academy in 2022.

Objectives of this Assessment

The purpose of this EIA is to identify equalities implications of the proposal to convert to an Academy. The Governing Body is committed, both as an employer and as a service provider, to ensure that it offers equal access to jobs and educational provision to all.

Context

Rothersthorpe CE Primary School is a small, Church of England, village primary school with approximately 90 pupils who are from the Village, Pineham, Hunsbury Meadow, West Hunsbury and outlining area.

Rothersthorpe is committed to *'valuing every child as an individual'* and its Christian ethos is to *'love your neighbour, as yourself'* Mark 12:31. We are a happy, friendly and caring school that prides itself on

being at the heart of our local community. Our school hall is also the village hall, offering an environment unique to our local area. We fully embrace our school family, village and church: a place where a range of people and groups gather together in the pleasure of learning and growing together.

What is the proposed change?

The proposed change is that Rothersthorpe CE Primary School should convert to Academy status in 2022. The Governing Body have stated that they believe the conversion to Academy status will allow Rothersthorpe CE Primary School the best opportunity to maintain and further develop the good provision which we currently offer.

The Governing Body has stated that there is no intention for there to be any changes to the ethos of the school as a result of the conversion to Academy status.

3. Who should be involved in the process?

This document has been prepared by the Headteacher and Chair of Governors.

Who is involved in the impact assessment?

School Governors and Staff, The Local Authority, Peterborough Diocese, School Trustees, The Village Hall Committee, parents/carers and community representatives.

Any considerations of the potential impact of this proposed change will be considered in relation to:

Age, sex, gender reassignment, marriage and civil partnership, disability, ethnicity, race and culture, sexual orientation, religion or belief, pregnancy and maternity, rural isolation, deprivation.

4. What groups will be affected by this?

What will the impacts on these groups be?

What evidence has been used to inform this view?

What plans are in place to mitigate any negative impacts identified?

Implications for current and prospective pupils

The conversion will not impact on the duties already on the School in respect of its arrangements for admissions, exclusions and special educational needs. Rothersthorpe CE Primary School is absolutely committed to the inclusion of all pupils. We have developed a wide range of strategies to respond to the individual needs of all our pupils. The School provides a highly personalised curriculum and fully meets the needs and aspirations of all its pupils. Whilst the proposed Academy will operate independently of the Local Authority it will be required to adhere to the School Admissions Code, as administered by the Local Authority, which prioritises 'looked after children' to attend the school which is most appropriate to their individual needs.

Implications for staff

As part of the Academy conversion, the employment of all staff will transfer from The Governing Body of Rothersthorpe CE Primary School to Innovate Multi Academy Trust (iMAT). The Governing Body have confirmed that TUPE regulations will apply to existing staff and as a result all existing terms and conditions of employment to all newly appointed staff. As a result, The Governing Body is confident that there is no detriment to any individual or groups of our staff with respect to their existing terms and conditions of employment.

Impact on Local Community

The Governing Body is committed to continue to fulfil its role as a local, Church of England, village primary school at the heart of its community. There is no intention to make any changes to our community provision as a result of the proposal to convert to Academy status. Governors believe that a move to Academy status will place the School in the best position to protect its provision into the future.

5. Making a Judgement

Will your service, document or action have a positive, negative or neutral equality impact?

If it will have a positive impact on some groups and a neutral impact on others, is this justified?

Are there any existing or potential equality issues with your service, document or action that needs to be addressed?

Age Judgement: Neutral

No adverse impact identified. The school will continue to provide educational provision for children aged 4-11 years. No changes to the terms and conditions of employment of existing staff. Governors have stated that they are intending to adhere to existing terms and conditions for new appointments.

Sex Judgement: Neutral

No adverse impact identified. The school will continue to comply with the School Admissions Code and no adverse implications have been identified. No changes to the terms and conditions of employment of existing staff. Governors have stated that they are intending to adhere to existing terms and conditions for new appointments.

Disability Judgement: Neutral

No adverse impact identified. The Governing Body will still be under the legal duties of the Disability Equality Duty in the Equality Act 2010 and will continue to promote disability equality duties.

Ethnicity, Race and Culture Judgement: Neutral

No adverse impact identified.

Sexual Orientation Judgement: Neutral

No adverse impact identified.

Religion or Belief Judgement: Neutral

No adverse impact identified. Rothersthorpe is a 'Church of England' primary school. Innovate Multi Academy Trust (iMAT) has Directors and Members on the board from Peterborough Diocese. iMAT has faith and non-faith community schools within their MAT. Rothersthorpe will continue to provide an education where 'everyone is valued as an individual and helped to develop and progress in their own unique way within a Christian environment'. The Christian ethos of the School: '*Love your neighbour, as yourself*', Mark 12:13 will continue to be followed. Rothersthorpe CE Primary School will continue to provide a quality education for all pupils; promoting a wide range of religions and beliefs.

Pregnancy and Maternity Judgement: Neutral

No adverse impact identified.

Marriage and Civil Partnership Judgement: Neutral

No adverse impact identified.

Gender reassignment Judgement: Neutral

No adverse impact identified.

Looked After Children Judgement: Neutral

No adverse impact identified.

Rural Isolation Judgement: Neutral

No adverse impact identified.

Deprivation Judgement: Neutral

No adverse impact identified.

6. Action Planning

Are there any actions that you have identified to address any potentially unjustified differences in impact on different equality groups?

Are there any actions you have identified to take advantage of an opportunity you have identified to promote equality and diversity?

No actions identified.

7. Monitoring and Review

If the actions identified in stage 6 are not incorporated into an existing action plan, how will you monitor them? When will you review this impact assessment? Who will be responsible?

Not applicable

8. Community Cohesion

- a. This service, document will help community groups to develop a vision of a shared future.
- b. This service, document will help community groups to improve their understanding and respect for each other.
- c. This service, document will promote engagement of children and young people in the locality.
- d. All stakeholders and community leaders will be involved in the planning of this service. This document will be available on the school website: www.rothersthorpeprimaryschool.net

At Rothersthorpe CE Primary School we build mutual respect through our school ethos, aims and values. We take positive steps to counter the effects of intolerance and harassment, and are continually working towards reducing the gap between achievements, in particular by raising aspirations and tackling problems caused by deprivation.

The School sets its ethos, aims and values at the centre of its main purpose, it works on fostering excellent and valued relationships between staff and governors, parents and their children and all agencies, The Church, Village Hall Committee, community and local groups with whom it works – *‘love your neighbour, as yourself’*.

Rothersthorpe CE Primary School will continue to offer a unique environment to the school, village and church community. The school hall will continue to also be the village hall; a place where a range of people and groups gather in the pleasure of learning and growing together. The school will continue to work closely with the Village Hall Committee.

The Governing Body has stated that there is no intention for there to be any change to the ethos of the school as a result of conversion to Academy status and are therefore confident that conversion to Academy status will have a neutral impact on Community Cohesion.

Governors will undertake a comprehensive consultation exercise of the principle of becoming an academy which will include letters and meetings to key stakeholder groups; staff meetings; open meetings for parents/carers; consultation with other school Head teachers in our community; consultation with the Local Authority, Peterborough Diocese, School Trustees and Village Hall Committee.