

## Equality impact assessment

(EIA)

<b>Name of person completing the EIA:</b>	Becky Watkin
<b>Role of person completing the EIA:</b>	Chief Finance and Operations Officer
<b>Date EIA completed:</b>	31/03/2023
<b>Contributors to the EIA:</b>	Colin Cattanach and responses received from the consultation

Policy or process information					
<b>Name of policy or process:</b>	To move 42 Bath & North East Somerset Council (BANES) commissioned places and the operation of the Rush Hill site (Rush Hill, Bath, BA2 2QL) from Lansdown Park Academy to St Matthias Academy with effect from 1 September 2023.				
<b>Purpose and intended aim of the policy or process:</b>	To move 42 Bath & North East Somerset Council (BANES) commissioned places and the operation of the Rush Hill site (Rush Hill, Bath, BA2 2QL) from Lansdown Park Academy to St Matthias Academy with effect from 1 September 2023.				
<b>Who is the policy or process intended for?</b>	<b>Pupils</b>	<b>Employees</b>	<b>Governors/ Trustees</b>	<b>Volunteers</b>	<b>Visitors</b>
	X	X	X		
<b>Status of the policy or process:</b>	<b>New policy or process</b>			<b>Existing policy or process</b>	
	X				
<b>Date policy or process was last reviewed:</b>	N/A – new proposal				
<b>Name of person responsible for the policy or process and its review:</b>	Colin Cattanach, Interim CEO				

## Analysis

Protected characteristic group	Impact analysis			Explanation of impact analysis
	Positive impact identified	Neutral impact identified	Negative impact identified	
<b>Age:</b>			X	This change adversely affects KS2 age pupils as the location in which they are educated will need to change and there are likely to be changes to the members of staff who work with them. Both of these factors are likely to disrupt this age groups' education.
<b>Disability:</b>		X		The change in policy does not impact on this protected characteristic.
<b>Sex:</b>		X		The change in policy does not impact on this protected characteristic.
<b>Gender reassignment:</b>		X		The change in policy does not impact on this protected characteristic.
<b>Race:</b>		X		The change in policy does not impact on this protected characteristic.
<b>Religion or belief:</b>		X		The change in policy does not impact on this protected characteristic.
<b>Sexual orientation:</b>		X		The change in policy does not impact on this protected characteristic.
<b>Marriage or civil partnership:</b>		X		The change in policy does not impact on this protected characteristic.
<b>Pregnancy and maternity:</b>		X		The change in policy does not impact on this protected characteristic.

## Evaluation and decision making

<b>Consultation and stakeholder engagement:</b>	<p>A letter setting out the proposed change was sent to:</p> <ul style="list-style-type: none"> <li>• All parents/ carers of the pupils at Lansdown Park Academy and St Matthias Academy</li> <li>• All staff</li> <li>• Academy Councillors</li> <li>• Learn@ MAT Board of Trustees and Members</li> <li>• Bristol and BANES Local Authority Officers</li> <li>• Local schools</li> <li>• Unions</li> </ul> <p>In addition, a public meeting was held on 16/03/2023 where the Learn@ MAT CEO made a short presentation and then invited questions, 21 people attended.</p>
<b>Evidence used to support the decision-making process and final decision:</b>	<p>Total responses: 33          In favour of proposal: 3 (9%)          Against proposal: 28 (85%)          Didn't state: 2 (6%)</p>
<b>Final decision:</b>	<p>The final decision will depend on whether the proposal is approved by the South West Advisory Board.</p>
<b>Explanation of the final decision:</b>	<p>N/A</p>
<b>Monitoring arrangements:</b>	<p>If the change is approved by the South West Advisory Board this assessment will need to be revisiting to ensure that all issues that have been identified have been addressed.</p>
<b>Arrangements for communicating the outcome of the EIA:</b>	<p>The EIA will be published on the school and trust website.</p>

**Date of review:**

31/05/2023