

East Renfrewshire Council: Education Department

Equalities Impact Assessment of Proposed New Policy

The general equality duty requires public authorities to have due regard to the need to:-

- Eliminate unlawful treatment;
- Advance equality of opportunity; and
- Foster good relations

Across the following protected characteristics:-

- Age
- Disability
- Gender reassignment
- Sex and Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief

1. Title of the new policy/proposal		Reduction in pupil support assistants (secondary sector)
2. Description of the new policy/proposal		To reduce the number of behaviour support assistants from session 2016/17.
3. Responsibility for implementing the policy		John Fitzpatrick (HoS)
4. In what way does the proposed new policy eliminate unlawful treatment of the protected characteristics groups:		See below Please note there will be no negative impact on pupils within the relevant protected groups given policy and training in behaviour management and the allocation of the remaining behaviour support assistants in terms of need.
Age		N/A
Disability		N/A
Gender reassignment		N/A
Sex and Sexual Orientation		It is noted that this workforce is predominantly women and so the proposal may have an impact on the female workforce.
Marriage and Civil Partnership		N/A
Pregnancy and Maternity		N/A

Race	<input type="checkbox"/>	N/A
Religion and Belief	<input type="checkbox"/>	N/A
5. In what way does the proposed new policy advance equality of opportunity for each of the protected characteristics groups:		The policy does not specifically advance equality of opportunity for any protected characteristic groups
Age	<input type="checkbox"/>	N/A
Disability	<input type="checkbox"/>	N/A
Gender reassignment	<input type="checkbox"/>	N/A
Sex and Sexual Orientation	<input type="checkbox"/>	N/A
Marriage and Civil Partnership	<input type="checkbox"/>	N/A
Pregnancy and Maternity	<input type="checkbox"/>	N/A
Race	<input type="checkbox"/>	N/A
Religion and Belief	<input type="checkbox"/>	N/A
6. In what way does the proposed new policy foster good relations with each of the protected characteristic groups:		The policy does not specifically foster good relations with each of the protected groups
Age	<input type="checkbox"/>	N/A
Disability	<input type="checkbox"/>	N/A
Gender reassignment	<input type="checkbox"/>	N/A
Sex and Sexual Orientation	<input type="checkbox"/>	N/A
Marriage and Civil Partnership	<input type="checkbox"/>	N/A
Pregnancy and Maternity	<input type="checkbox"/>	N/A
Race	<input type="checkbox"/>	N/A
Religion and Belief	<input type="checkbox"/>	N/A
7. Potential for the proposed new policy to have a negative impact (Low, Medium, High)		Medium

<p>If this is deemed to be high, the following questions (8 – 12) should be completed.</p>	<p>N/A</p>
<p>8. Evidence to be considered in relation to the protected characteristics.</p>	
<p>9. Evidence of higher or lower participation, uptake or exclusion by any group within the protected characteristics.</p>	
<p>10. In the context of the preceding sections, identify any groups whom you consider should be consulted. Please specify and give reasons.</p>	
<p>11. Actions to be taken to address any issues identified and ways in which positive impact can be demonstrated.</p>	
<p>12. Justification for the proposed new policy based on the above information.</p>	
<p>Name of Departmental Officer developing the proposed policy:-</p> <p>John Fitzpatrick (HoS)</p>	
<p>Date of this assessment:</p> <p>August 2014</p>	