

Equality impact assessment

(EIA)

Name of person completing the EIA:	Becky Watkin
Role of person completing the EIA:	Chief Finance and Operations Officer
Date EIA completed:	27/02/2023
Contributors to the EIA:	

Policy or process information					
Name of policy or process:	Ceasing to provide overnight provision at The Sky Academy				
Purpose and intended aim of the policy or process:	Ceasing to provide overnight provision at The Sky Academy. The Sky Academy is looking to submit a business case to the DfE to amend its funding agreement to remove overnight provision. The academy has not provided this service since the COVID-19 pandemic.				
Who is the policy or process intended for?	Pupils	Employees	Governors/ Trustees	Volunteers	Visitors
	X	X	X		
Status of the policy or process:	New policy or process			Existing policy or process	
	X				
Date policy or process was last reviewed:	1 April 2022				
Name of person responsible for the policy or process and its review:	Bex Jones, Headteacher				

Analysis

Protected characteristic group	Impact analysis			Explanation of impact analysis
	Positive impact identified	Neutral impact identified	Negative impact identified	
Age:		X		The change in policy does not impact on this protected characteristic.
Disability:	X			The change provides a more useful space and facility for young people with EHCPs.
Sex:		X		The change in policy does not impact on this protected characteristic.
Gender reassignment:		X		The change in policy does not impact on this protected characteristic.
Race:		X		The change in policy does not impact on this protected characteristic.
Religion or belief:		X		The change in policy does not impact on this protected characteristic.
Sexual orientation:		X		The change in policy does not impact on this protected characteristic.
Marriage or civil partnership:		X		The change in policy does not impact on this protected characteristic.

Pregnancy and maternity:		X		The change in policy does not impact on this protected characteristic.
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Evaluation and decision making	
Consultation and stakeholder engagement:	<p>A letter setting out the proposed change was sent to:</p> <ul style="list-style-type: none"> • All parents/ carers of the pupils at The Sky Academy • All staff • The Sky Academy Council • Learn@ MAT Board of Trustees and Members • Somerset County Council Officers • Local schools • Somerset Parent Carer Forum
Evidence used to support the decision-making process and final decision:	6 responses were received from the consultation; 5 were in favour of the change and 1 was against the change. Taking these views into account the decision to proceed with ceasing to provide overnight provision will continue.
Final decision:	No discrimination identified and therefore proceed with change.
Explanation of the final decision:	No discrimination identified and therefore proceed with change.
Monitoring arrangements:	N/A – no discrimination identified.

Arrangements for communicating the outcome of the EIA:	The EIA will be published on the school and trust website.
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Date of review:	26/02/2023
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