



Equality Impact Assessment (EIA)

Name of person completing the EIA:	Catherine Hughes
Role of person completing the EIA:	Headteacher
Date EIA completed:	29.10.20
Contributors to the EIA:	

Policy or process information					
Name of policy or process:	Equality Policy				
Purpose and intended aim of the policy or process:	The aim of the school is to develop and maintain an educational community which provides excellence in teaching, learning, relationships and opportunities, challenging discrimination, and adhering to our shared Loreto values, modelled on Gospel values and human values.				
Who is the policy or process intended for?	Pupils	Employees	Governors	Volunteers	Visitors
	X	X	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:	October 2020				
Name of person responsible for the policy or process and its review:	Catherine Hughes, Headteacher				

Analysis				
Protected characteristic group	Impact analysis			Explanation of impact analysis
	Positive impact identified	Neutral impact identified	Negative impact identified	
Age:		X		
Disability:	X			
Sex:	X			



Gender reassignment:	X			
Race:	X			
Religion or belief:	X			
Sexual orientation:	X			
Marriage or civil partnership:	X			
Pregnancy and maternity:	X			

Evaluation and decision making	
Consultation and stakeholder engagement:	Loreto High School Staff
Evidence used to support the decision-making process and final decision:	Research was undertaken to find best-practice examples from other schools via the local school's forum. A draft copy of the amended policy was shared with the stakeholder groups.
Final decision:	No indirect or direct discrimination has been identified and the policy will therefore be put to the Governing Body for ratification and published on the school website.
Explanation of the final decision:	It was decided to adopt the policy.
Monitoring arrangements:	The Policy and the EIA will be reviewed annually. Stakeholder engagement with pupils, parents and staff will be repeated to identify impact of the policy and make any necessary adjustments.
Arrangements for communicating the outcome of the EIA:	The EIA will be published on the school website.

Date EIA ratified by the responsible body:	09.12.2020
Date of review:	09.12.2021