

## NAME OF SCHOOL – Broomhill First School

### Summary of Equality Impact Assessment – Financial Proposal

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**Proposal:** The proposed redundancy of 0.6FTE teaching post from the staffing structure of Broomhill First School.

**Date impact assessment completed:** 22/03/19

**Description of proposal:** It is proposed to make redundant the post of 0.6 FTE class teacher post. This is as a result of an increase in expenditure and cuts to school funding allocations, combined with a falling roll in school. Reducing teaching posts by 0.6FTE will ensure that the school remains adequately staffed whilst reducing the predicted budget deficit for the financial year 2019/20 and beyond.

**School leader(s) and governor(s) involved in assessment:** Julie Newton , Headteacher

**Expected outcomes of proposal:** Deleting the above post from the school's staffing structure will achieve the aim of a reduction in staffing in an overstaffed area.

#### Summary of impact assessment:

✓	The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.
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**Summary explanation:** This judgement is based on the fact that the proposal is judged not to be discriminatory in relation to any groups with protected characteristics.

**Planned monitoring arrangements:** The hearing body will monitor the equalities impact of the proposal once the redundancy selection criteria have been applied and will continue to monitor the protected characteristics of its workforce.