



# Equality Impact Analysis: (EIA)

## Section 1: Introduction

Name of Proposal

*For the purpose of this document, 'proposal' refers to a policy, function, strategy or project)*

Service area & Directorate responsible

Name of completing officer

Approved by Director/Head of Service

Date of approval

### **Conclusion - To be completed at the end of the Equality Impact Assessment process**

This summary will provide an update on the findings of the EIA and what the outcome is. *For example, based on the findings of the EIA, the proposal was rejected as the impact on a particular group was disproportionate and the appropriate mitigations in place. Or, based on the EIA, the proposal was amended and alternative steps taken)*

Based on the findings of this EIA, there are no significant issues to prevent moving to the next stage of formal consultation, which is to proceed to the issuing of the statutory notice. This will provide further opportunity for parents, pupils, staff and wider community to give their views and raise any objections.

This proposal will require further analysis of the equalities data on staff who are at risk of redundancy, should the proposal to close the School move forward.

**The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:**

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them



**Where a proposal is being taken to a Committee, please append the completed equality analysis to the cover report.**

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

## **Section 2 – General information about the proposal**

*Provide a description of the proposal including the relevance of proposal to the general equality duties and protected characteristic pursuant to Equality Act 2010.*

This Equality Impact Assessment concerns the proposal to close St. Matthias Church of England Primary School at the end of the 2020/21 academic year. The Local Authority has identified sufficient vacancies at other local schools within close proximity to St. Matthias, and within a reasonable distance of all current pupils who will require to transfer to a different primary school if St Matthias closes. Across the west of Tower Hamlets there are also vacancies in many other schools, giving families a reasonable degree of choice. The neighbouring schools are in a stronger financial position. St. Matthias is currently rated “**Good**” by the regulatory body, OFSTED, but there is a risk that the quality of education and the continued access for pupils and their families to extended services and facilities might begin to fall at St. Matthias, despite the best efforts made by the previous and current Headteacher, staff and governors.

Tower Hamlets has a great tradition of excellent education; it values the important role that schools have in increasing the life chances of its children. However, the borough is now in a position where there is the need for longer term planning to maintain the success and future sustainability of its schools. The LA's strategic approach in ensuring the sufficiency and quality of its primary school provision on a locality basis, across the borough, is therefore designed to provide Tower Hamlets with an appropriate mix and number of high performing, financially sustainable schools.

Demand for school places is driven by population growth and housing development. Although population growth in Tower Hamlets is amongst the fastest in the country, it has not translated into the expected increased demand for primary school places across the borough. Falling birth rates, changing resident demographics and young families migrating out of the borough have resulted in a significant surplus of primary school places in some areas of the borough. As of January 2019, there was a 6.5% surplus in primary school places (1656 were unfilled). This is over the recommended 5% surplus that urban local authorities are recommended to operate with. The 5% surplus is designed to allow local authorities to meet their statutory duty to provide sufficient school places, yet still enable parents to have some choice of schools.

The impact of falling rolls in certain areas of the borough, reductions in education funding and schools in financial deficit, present a number of challenges. The significant pupil population changes are affecting schools across the Borough and have resulted in additional pressures for schools in the West. These pressures are not only a reflection of a reduction in their pupil numbers, but also a combination of cash flat Dedicated Schools Grant (DSG) allocations over several years and the national school funding formula changes affecting Tower Hamlets and other London Boroughs. The national funding formula changes came into effect back in 2018-19, but it is evident that the impact in Tower Hamlets will really begin to be felt by schools from this point onwards, as minimum funding guarantees reduce and end.

It has therefore been necessary to consider making changes that will ensure we have the right provision in the right place at the right time going forward. Provision that can be well resourced and is of high quality will enable schools to continue to thrive and offer the opportunities that children deserve: a strong curriculum with excellent teaching, enriching activities and a joyful experience at primary school.



As of September 2020, there were 630 reception places available and 121 unfilled places in the Bethnal Green catchment area, where St. Matthias is located. This equates to four FTE classes. St. Matthias has 16 of these vacancies, equating to 0.5 FTE. Projections indicate this will continue to rise. The review aims to safeguard the high-quality provision that exists within our schools and is being developed in collaboration with school leaders and other key stakeholders.

The work is being planned and supported through the LA’s work with the Tower Hamlets Education Partnership (THEP), which plays a key role in enabling schools to meet the challenge of ensuring that all children and young people in Tower Hamlets achieve the best possible outcomes and can flourish if schools are working in effective partnerships. Ultimately, the guiding principle for this work is that whatever is done should be in children’s interests, looking at a range of achievable options that will enable proper opportunity to decide how best to deliver a high quality and sustainable provision. Access to good quality school places is essential to raising achievement and addressing poverty and inequality in the long term.

The reorganisation of school provision and the development of new schools in certain areas of the borough should have a positive impact on all groups by improving accessibility, increasing parental choice and promoting inclusive education.

An Independent Consultant has also been commissioned by LBTH to work with schools, such as St. Matthias, which were identified as being at risk due to demographic change in the Borough. As well as working with schools, Dr Jenner was asked to produce a public report “Future Ambitions”<sup>1</sup> setting out principles for developing school relationships for resilience and excellence. This document was shared with all Headteachers, Unions and Governors in March 2019. Regular updates on the Primary Review have been included in the termly Director’s Report for Governors.

### **Section 3 – Evidence (Consideration of Data and Information)**

*What evidence do we have which may help us think about the impacts or likely impacts on service users or staff?*

St. Matthias is a small school so, as pupil numbers have fallen (Chart 1), the budget has been greatly impacted. For example, in the academic year 2019/20, Reception, Yr1, Yr2 and Yr. 4 had below 20 children (Chart 2). The numbers have decreased again for this academic year (Chart 3), with only one year group containing more than 20 children, Yr. 6.

The two largest classes in the academic year 19/20 (Year 5 and 6) will have left St Matthias by September 2021, which will further reduce the budget. This will mean that the school would have to significantly reduce staffing and resources in order to remain within their budget. This may then have an impact on the quality of education they are able to provide. If the school fell into deficit, the Local Authority are not allowed to continue to fund schools that are not financially viable, especially when you consider the further impact of the changes to the National Funding Formula.

**Chart 1: Reception Applications 2017-2020 by preference (LBTH School Admissions)**

Schools	PAN	Total 20/21	Total 19/20	Total 18/19	Total 17/18
Christchurch CofE School	30	44	49	53	36
Columbia Primary School	60	104	108	150	124

<sup>1</sup> The Future Ambitions Report is available on the Tower Hamlets Primary Review Website.



Elizabeth Selby Infants School	60	73	67	85	82
Hague Primary School	30	58	59	64	60
Kobi Nazrul Primary School	30	58	54	65	63
Mowlem Primary School	30	53	49	48	43
Osmani Primary School	60	99	93	98	96
St Anne's Catholic Primary School (now St Anne's and Guardian Angels)	60	38	57	57	49
St Elizabeth Catholic Primary School	60	63	54	66	73
St John's CofE Primary School	30	23	27	41	56
<b>St Matthias CofE Primary School</b>	30	24	15	30	33
Stewart Headlam Primary School	30*	39	44	58	65
Thomas Buxton Primary School	60	91	99	95	95
Virginia Primary School	30	51	65	78	78
William Davis Primary School	30	36	32	40	53
<b>Grand Total</b>	<b>630</b>	<b>854</b>	<b>872</b>	<b>1028</b>	<b>1006</b>

**Chart 2: St Matthias Year Groups (Spring Census 2020)**

School	Year Groups								Total
	N1	R	1	2	3	4	5	6	
St Matthias	20	14	17	15	20	14	26	22	176

**Chart 3: St Matthias Year Groups (September 2020)**

School	Year Groups								Total
	N1	R	1	2	3	4	5	6	
St Matthias	0	11	12	16	9	19	13	26	106

### Implications for children

The children will be able to stay at St. Matthias until the end of the Summer Term 2021, when the current Yr. 6 will then transition to secondary school. Families will be supported to move to neighbouring schools during the Summer Term, if the decision to close is agreed. There are enough vacancies available at neighbouring schools to accommodate all children attending St Matthias (Chart 4). This includes other Church of England schools, and a Catholic school, so that parental choice to receive a faith education can still be met.

The Local Authority has recommended that the group of schools that children transition to is small, to reduce travel distances, but also to support children to transition with other children that they know. However, families who wish to consider other schools closer to their homes will also be supported to do so.

Parents will be able to apply to those schools, and places will be allocated using the Tower Hamlets Arranged Admissions criteria in the Summer Term 2021. Priority will be given to pupils who will be applying owing to a school closure.



#### Chart 4: Vacancies at neighbouring schools per year group (Sept 2020 LBTH data)

Please note: Yr. 6 is not included in this graph as the 6 pupils in Yr. 6 at the time of this data will have transitioned onto secondary school in Sept 2021. Therefore, the children in this age group are unaffected by this proposal.

School	PAN	Reception	Y1	Y2	Y3	Y4	Y5
Christ Church	30	4	0	9	6	9	6
St. Anne's & Guardian Angels	90	37	25	25	23	24	13
William Davis	30	10	15	10	7	9	9
<b>Vacancies</b>		<b>51</b>	<b>40</b>	<b>44</b>	<b>36</b>	<b>42</b>	<b>28</b>

A full programme to support children through this difficult period will be put in place, with the aim of helping them to recognise that moving school presents new opportunities as well as acknowledging how they have benefitted from their education at St. Matthias.

Open days at nearby schools have already been held so that parents were able to visit now that schools have reopened:

William Davis: 15<sup>th</sup> and 22<sup>nd</sup> September

St Anne’s and Guardian Angels: Wednesday 16<sup>th</sup> and 23<sup>rd</sup> September

Christ Church: 17<sup>th</sup> and 24<sup>th</sup> September

There will be further opportunities for visits later in the school year. These visits were planned to be at the start of the academic year so that parents could see the quality of the places available and feel reassured that a quality local school place is available for every child.

Parents will also be given the opportunity to apply for their children to move to other schools before August 2021 through the in-year admissions process, although the Local Authority would recommend allowing children to finish the academic year at St Matthias, so that they can be part of a well-planned transition to their new schools.

#### Consultation

The governing body of St Matthias School was prompted by the Tower Hamlets Primary Review<sup>2</sup> to consider the sustainability of St Matthias C of E Primary School, given its vulnerability to falling rolls which in turn has financial implications. It reached the conclusion that to close the school and relocate children to other nearby schools may be the best solution to optimise educational provision in the area.

Governors and the Headteacher have met regularly in various groupings since July 2018, when the school was first identified as being “in scope” for review. During this time, there have been several changes in Chair of Governors, and three Headteachers. In June 2020 it was agreed that Julian Morant, the Headteacher at Christchurch would be Executive Headteacher at St Matthias, when the Acting Headteacher left to take up a post in another school.

<sup>2</sup> Tower Hamlets Primary Review

[https://www.towerhamlets.gov.uk/lgn/education\\_and\\_learning/schools/Primary\\_Review\\_for\\_parents.aspx](https://www.towerhamlets.gov.uk/lgn/education_and_learning/schools/Primary_Review_for_parents.aspx)



The governing body has also met on several occasions, including directly with the Local Authority, to consider the future of the school. They have been supported by the Independent Consultant and Local Authority staff to review the implications for the school.

A Governing Body meeting was held on 26<sup>th</sup> May 2020 to discuss the Primary Review, the Future Ambitions Report, and the best responses for the school. The governing body agreed arrangements for an informal (pre-publication) consultation on the possible closure of the school, to run from 8<sup>th</sup> June – 30<sup>th</sup> September, 2020.

### Summer Term Activities

A consultation document was prepared and agreed with the Local Authority. This was given in paper copy to all parents, circulated to headteachers in Tower Hamlets through the Headteacher's Bulletin; emailed to staffing unions, and the Secretary of State was notified of potential changes.

Information about the consultation was also placed on the website <http://st-matthews.org.uk/st-matthias-consultation>. This included a letter to parents and staff from the Chair of Governors, a copy of the consultation document, and 3 short videos explaining the situation.

Due to the limitations imposed on public gatherings by COVID-19, it was not possible to hold face to face meetings for larger groups at the school or elsewhere. In order to ensure that pupils, parents, staff and the wider community were able to engage with and respond to consultation a range of opportunities were organised as follows:

- A response form (or any other written format) at the end of the consultation document to record views to be emailed, posted, or handed to the school.
- A special email address was set up for comments
- A box was set up in the playground at the entrance to the school, where people could leave comments, response forms and any questions.
- The independent consultant was available for 1 to1 socially distanced questions/feedback on July 8<sup>th</sup>, 2020.
- Virtual meetings were also set up on July 8<sup>th</sup>, 2020 (one at 9 am, one at 6pm) with the independent consultant to hear about reasons for the proposal.
- Parents were given the opportunity to feed into virtual meetings with the Parental Engagement Team on 3<sup>rd</sup> and 10<sup>th</sup> July
- Staff were given the opportunity to attend socially distanced or virtual meetings to discuss the proposal with Helen Jenner.
- Everyone was offered the opportunity to request a socially distanced face to face meeting, or a personal phone call.

An update report was provided for the LA, Governors and LDBS on July 22<sup>nd</sup> 2020 which made recommendations for further consultation activities.

### Autumn Term Activities

Julian Morant took over as Headteacher at the start of the Autumn Term 2020.

In meetings with the Chair of Governors it was agreed that more face to face opportunities should be available for parents to actively engage with the process. Therefore,

- On 8<sup>th</sup> and 10<sup>th</sup> September 2020, parents were spoken to at the school gate.
- There was a further opportunity to attend a virtual meeting on 14<sup>th</sup> September for parents
- A playground briefing meeting for parents was held on 18<sup>th</sup> September



In addition,

- The Headteacher has also had regular discussions with staff, and all staff have had a 1-1 meeting with the Headteacher to discuss their individual concerns and plans.
- Groups of parents have also visited nearby local schools.
- SENCOs and Headteachers from the 3 closest schools have had meetings to discuss transition.

#### Governing Body next steps

St Matthias governing body then met on September 28<sup>th</sup> 2020 to review feedback. At their governing body meeting on 8<sup>th</sup> October, 2020 they considered the report on the informal consultation which was provided by the independent consultant and used it to make a response to the council, on whether or not to recommend proceeding with the school merger proposal. A report summarizing the feedback on the consultation will be available for staff and parents during the first half of the Autumn Term 2020.

#### **Other Evidence**

Financial position of St. Matthias

Ofsted reports

Pupil projections

School census data of St. Matthias and neighbouring schools

Demographic data held on current staff and pupils at St. Matthias and neighbouring schools

Equality Act 2010

Minutes of meetings where the future of St. Matthias has been discussed

Consultation Document

Consultation Feedback Report

School Policies (Equalities, SEND and Inclusion)

School Admissions Code

**Name of officer completing the EIA:**

**Service area:**

**EIA signed off by:**

**Date signed off:**



## Section 4 – Assessing the impacts on residents and service delivery

	Positive	Negative	Neutral	Considering the above information and evidence, describe the impact this proposal will have on the following groups?																												
Age (All age groups)			X	<p>A change to schools during any phase of education can be viewed as possibly disruptive. However, year 6 children who left in Summer 2020 will not be impacted, nor will the current year 5 who will also have transitioned to secondary school if this proposal is implemented in September 2021. There are currently 106 pupils at St Matthias School, the lowest number of pupils in any Church of England school in the borough. This is also the lowest number of pupils in any school in the Bethnal Green catchment area.</p> <p>In addition, the change is proposed to take place between academic years and therefore allow a new start at an appropriate time in each pupil's yearly academic progression, minimising disruption.</p> <p>Children moving from reception to year 1 may be particularly vulnerable, as may those moving from year 1 to year 2, the year in which children take their SATs. However, the numbers at St Matthias for these year groups will be relatively low at 23 pupils. In addition, the educational outcomes for these children should not be adversely impacted by the move to a new school and could be improved. This is because the Ofsted standard is either 'good' or 'outstanding' for all primary schools.</p> <table border="1"> <thead> <tr> <th></th> <th></th> <th colspan="3">Progress Score</th> <th>LA Average 72%</th> <th>LA Average 14%</th> </tr> <tr> <th>School</th> <th>Ofsted Grade</th> <th>Reading</th> <th>Writing</th> <th>Maths</th> <th>Pupils meeting expected standard in reading, writing and maths</th> <th>Pupils achieving at a higher standard in reading, writing and maths</th> </tr> </thead> <tbody> <tr> <td>St Matthias</td> <td>Good</td> <td>Average</td> <td>Average</td> <td>Average</td> <td>59%</td> <td>4%</td> </tr> <tr> <td>Christ Church</td> <td>Good</td> <td>Well above average</td> <td>Well above average</td> <td>Well above average</td> <td>84%</td> <td>4%</td> </tr> </tbody> </table>			Progress Score			LA Average 72%	LA Average 14%	School	Ofsted Grade	Reading	Writing	Maths	Pupils meeting expected standard in reading, writing and maths	Pupils achieving at a higher standard in reading, writing and maths	St Matthias	Good	Average	Average	Average	59%	4%	Christ Church	Good	Well above average	Well above average	Well above average	84%	4%
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St Matthias	Good	Average	Average	Average	59%	4%																										
Christ Church	Good	Well above average	Well above average	Well above average	84%	4%																										





St Anne's and Guardian Angels	Good	Average	Above average	Average	74%	18%
William Davis	Good	Well above average	Well above average	Well above average	66%	17%

The St. Matthias financial position is such that it is recognised that, were it remain open, a reduced budget would require a reduction in staff and resources. This would eventually adversely affect the quality of education that the school has been able to provide, thereby impacting on children of all ages. Currently, staff have had to teach mixed age classes, which is not ideal as the National Curriculum is designed to be taught in single age classes. Fewer staff could also mean the loss of a range of expertise which would begin to affect the learning experience of pupils.

In response to parents expressing concerns during the informal consultation period about the impact on their children should St Matthias close, staff and governors are committed to a final year together to celebrate the contribution St. Matthias CofE School has made to education and the local community, whatever decision is reached in March 2021.

**Staff**

There will also be an impact on staff at the school, who could be made redundant under the proposal. The spread of staff across the age bands is fairly even, with those under 30 and above 60 less affected than those aged 30-59. Staff in their 40s will be more affected than other age groups.

	% Staff in each age group				
School	20s	30s	40s	50s	60s
St. Matthias	4	8	10	5	5

Further interrogation of the data needs to be done in order to assess what job roles are currently allocated at St. Matthias to each age range. This will help to determine whether staff in those age ranges will be disproportionately affected or not. Appropriate support and training will be provided to staff to ensure that they are able identify and access job opportunities. Support will be provided to the school's senior leaders and governing body to ensure that they are to fulfil their role effectively supporting staff



				throughout the process.
<b>Disability</b> (Physical, learning difficulties, mental health and medical conditions)			X	<p>At St. Matthias, of the children who will not have transitioned to secondary school at the proposed time of the school closing, less than 5 have an EHCP and 20 receive SEND support. As a percentage of the current school population, 23% of children with additional needs would suggest this cohort may be impacted more than others.</p> <p>However, the current financial situation of St. Matthias, and the anticipated need to reduce staff and resources in order not to fall into deficit, could impact this cohort the most if the school were to stay open.</p> <p>Neighbouring schools that have been identified in this EqIA as having capacity to accommodate pupils from St. Matthias are robust in their provision for children with SEND. For example, St Anne's (before it was amalgamated with Guardian Angels) was inspected in January 2020, and Ofsted identified, "<i>Pupils with special educational needs and/or disabilities (SEND) achieve well. Staff understand pupils' needs and their individual barriers to learning. They provide pupils with effective personalised support. This ensures that pupils with SEND learn successfully alongside their peers. Ofsted stated in November 2019 at William Davis, "Pupils with special educational needs and/or disabilities (SEND) learn alongside their peers in all subjects. They receive the help they need to learn in smaller, more manageable steps".</i></p> <p>For children with an Education, Health and Care Plan there will be an annual review meeting during the academic year 2020/21 where they will be able to discuss with the SENCO where would be the best school to meet their child's needs, if the decision to close St Matthias is taken. For each of these children, a specific transition plan will be put in place to ensure any move is seamless and the new provision has the appropriate support and resources in place. St. Matthias staff, through the informal consultation period, expressed their commitment to supporting these children. These pupils will be given priority consideration for their preferred choice of school.</p> <p><b><u>Staff</u></b></p> <p>No staff are identified as having a disability, although several refused to say. It would be prudent to ask staff again, in order to ensure that any who may need additional support, or are more vulnerable when looking for new jobs, are able to access appropriate help and advice and are not disadvantaged by the process.</p>
			X	The gender breakdown for pupils at St. Matthias is split fairly evenly – 47% are female and 53% are male.



<b>Sex</b>				<p>This does not represent a disproportionate impact. Indeed, as stated above, if St. Matthias were to remain open, there is the real risk that the financial difficulties would start to adversely affect the quality of education that the school has been able to provide, thereby impacting on children of all sexes.</p> <p><b>Staff</b></p> <p>The staff gender breakdown is weighted heavily towards women at St Matthias, with 90% identifying as female. This is the case across most primary school provision in the borough and elsewhere. As teaching roles are not gender specific, this should not have a disproportionate impact on future employment for female staff.</p>
<b>Gender reassignment</b>			X	<p>No impact - We do not have any data available on this protected characteristic for pupils or staff.</p>
<b>Marriage and civil partnership</b>			X	<p>No impact - We do not have any data available on this protected characteristic for pupils or staff.</p>
<b>Religion or philosophical belief</b>			X	<p>Data on religious beliefs is not collected for staff or pupils. However, as St. Matthias is a Church of England school, the closure of a faith school can impact on this protected characteristic.</p> <p>The Local Authority has a responsibility to ensure that there are the right number of school places to meet local need, and that parents' choice of community or faith schools is maintained. They work with the London Diocesan Board in order to maintain a proportion of CofE places (this has been around 8% for the last 10 years) across the Borough, so that parents are able to choose a place at a nearby CofE school, if they wish. Demand for faith school places in the Bethnal Green catchment area, as evidenced in Chart 1, has been decreasing over the last few years. Therefore, the proportion of places available needs to be reduced to reflect this.</p> <p>There are 3 other faith schools in Bethnal Green. Two are close neighbours of St. Matthias: Christ Church is CofE, St. Anne's and Guardian Angels is Roman Catholic. St. John's is a mile away and is CofE. There are also other faith schools across the borough that would be accessible to families who wish to consider other options. Children who applied for CofE school places for the academic year 20/21 could be accommodated in two CofE schools. This would maintain the balance of children attending CofE schools,</p>



whilst also significantly reducing the number of vacant places, as well as the premises and leadership costs. The result should strengthen the remaining faith provision by increasing numbers and therefore ensure it is sustainable for the future.

Both St Anne’s and Guardian Angels and Christ Church have pupils from a range of faith backgrounds. William Davis is non-denominational. This allows parents with children at St. Matthias to have the choice whether to continue to send their children to a faith school or not. Children of all faiths are welcome at all three schools.

**Race**

X

The main ethnicity of children at St. Matthias, which corresponds to the main ethnicity in LBTH (as per the Schools Spring 2020 census) is Bangladeshi. Therefore, this group will be impacted the most but is it not a disproportionate impact; more will be impacted owing to more children of that ethnicity attending.

Ethnicity	%
Any Other Asian Background	1
Any Other Ethnic Group	1
Any Other Mixed Background	3
Any Other White Background	7
Bangladeshi	56
Black - Any Other Black African Background	9
Black Caribbean	1
Indian	1
Information Not Yet Obtained	1
Pakistani	3
White - British	10
White and Asian	3
White and Black African	1
White and Black Caribbean	1

The neighbouring schools that parents are likely to apply to, owing to travel distance and vacancies, have a similar demographic make-up as St. Matthias, bar one: St. Anne’s and Guardian Angels. As this school is Roman Catholic, predictably there are more White children attending of British, Irish or Other backgrounds.

The local authority does advise that multi-cultural schools are likely to be beneficial to fostering good relations between individuals in different ethnic and/or racial groups, as children will have the opportunity to make friends with children from different races at a formative stage of their personal development. However, there is also an awareness that some parents appreciate the option to choose a school where their child has representation on an ethnic level. Therefore, there is the possibility of this owing to vacancies in St. Anne's and Guardian Angels.

**Staff**

The breakdown of staff at St. Matthias evidences that no one ethnic group of will be disproportionately impacted, although White British and Bangladeshi will be impacted most as more staff of those ethnicities are employed. The job profiles of these staff, however, indicate that Bangladeshi staff may be further impacted. This is because they are generally working in non-teaching roles, of which there are fewer opportunities to transition into across the borough. Therefore, although support and guidance will be given to all displaced staff to seek further employment if they so desire, there may be the need to ensure additional support into employment or other opportunities is provided for Bangladeshi staff.

Ethnicity of staff	%
Any Other Ethnic Group	10
Bangladeshi	31
Black Caribbean	7
Indian	3
Information Not Yet Obtained	14
White - British	24
White - Irish	7
White and Black Caribbean	3

**Sexual orientation**

X

No impact - We do not have any data available on this protected characteristic for pupils or staff.

X

No impact - We do not have any data available on this protected characteristic for pupils or staff.

<b>Pregnancy and maternity</b>				
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**Other**

<b>Socio-economic</b>				<p>The percentage of children receiving FSM does vary across the neighbouring schools, with St. Matthias being one of the highest. However, as vacancies at neighbouring schools are not dependent on a parent’s financial status, we do not anticipate this will have a negative impact on children. Indeed, the speed and agility at which schools in LBTH moved to support parents with food vouchers and food parcels during the closure of schools owing to COVID 19 suggests that any children with FSM eligibility will be well supported at school in LBTH.</p> <table border="1" data-bbox="855 691 1339 959"> <thead> <tr> <th>School</th> <th>% Students on FSM</th> </tr> </thead> <tbody> <tr> <td>St. Matthias</td> <td>52.6</td> </tr> <tr> <td>Christ Church</td> <td>41.8</td> </tr> <tr> <td>St. Anne’s and Guardian Angels</td> <td>46.7</td> </tr> <tr> <td>William Davis</td> <td>58.7</td> </tr> </tbody> </table> <p>The Council may wish to consider whether uniform grants will be provided for parents to purchase a new school uniform if this is required. The uniform grant could resemble the current school clothing grant that is provided for children when they transfer from primary to secondary school.</p>	School	% Students on FSM	St. Matthias	52.6	Christ Church	41.8	St. Anne’s and Guardian Angels	46.7	William Davis	58.7
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St. Anne’s and Guardian Angels	46.7													
William Davis	58.7													

<b>Parents/Carers</b>				<p>During the informal consultation period, parents raised several questions. Although they understood the reasons for the proposal, they would prefer St. Matthias not to close. Parents highlighted the quality of the staff and how happy their children were at the school. They requested information about moving to other schools and how the admissions process would work. Pupil Services and the Parent and Family Support Service should be available, as they are currently, to support parents through this process.</p> <p>It is our experience that as soon as consultation starts, parents and staff begin to consider their future and some move on. Waiting for numbers to increase or staggering the closure would not result in a positive</p>
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				<p>experience for the remaining staff or children. Parents did consider the Christ Church partnership to be beneficial, especially as it is also a Church of England school.</p> <p>Parents and carers should continue to be heavily involved in the consultation process and beyond, should the proposal progress. We are cognizant that this change, after an already stressful few months of lockdown, can be difficult and support should be offered to support parents throughout this process, should the proposal progress.</p>
<p>People with different <b>Gender Identities</b> e.g. Gender fluid, Non-Binary etc</p>				<p>No impact - we do not have any data available on gender identity for pupils or staff.</p>
<p><b>AOB</b></p>				

**Section 5 – Impact Analysis and Action Plan**



Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
<ul style="list-style-type: none"> <li>Further analysis of workforce data needs to occur</li> <li>Bring Annual Reviews for pupils with SEND at St Matthias forward</li> <li>Provide support for parents/carers</li> <li>Review October census data for St Matthias and neighbouring schools</li> </ul>	<ul style="list-style-type: none"> <li>Request current workforce data from St Matthias</li> <li>Assess whether any additional resources or support would be needed if the child was to transition to a new school</li> <li>Parent and Family Support Service to offer targeted support</li> <li>IPP to provide submission</li> </ul>	<p>By end of statutory consultation period, if the proposal progresses to that stage</p> <p>By end of statutory consultation period, if the proposal progresses to that stage</p> <p>Ongoing throughout academic year</p> <p>By end of statutory consultation period, if the proposal progresses to that stage</p>	<p>HR</p> <p>J'OS</p> <p>JM</p> <p>VB</p>	<p>Data requested</p>





## **Section 6 – Monitoring**

Have monitoring processes been put in place to check the delivery of the above action plan and impact on equality groups?




Yes?

No?

Describe how this will be undertaken:

## Appendix A

### Equality Impact Assessment Decision Rating

Decision	Action	Risk
<p>As a result of performing the EIA, it is evident that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a Protected Characteristic under the Equality Act. It is recommended that this proposal be suspended until further work is undertaken.</p>	<p><b>Suspend – Further Work Required</b></p>	<p><b>Red</b></p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, there is a genuine determining reason that could legitimise or justify the use of this policy.</p>	<p><b>Further (specialist) advice should be taken</b></p>	<p><b>Red Amber</b></p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negatively impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p>	<p><b>Proceed pending agreement of mitigating action</b></p>	<p><b>Amber</b></p> 
<p>As a result of performing the EIA, the proposal does not appear to have any disproportionate impact on people who share a protected characteristic and no further actions are recommended at this stage.</p>	<p><b>Proceed with implementation</b></p>	<p><b>Green:</b></p> 