

Initial Equality Impact Assessment

Please complete an initial equality impact assessment once this policy has been customised to suit your purposes.

Policy Title	The aim(s) of this policy	Existing policy (✓)	New/Proposed Policy (✓)	Updated Policy (✓)
SEN Policy	<p>To identify children's individual difficulties as early as possible in order to best meet their needs.</p> <p>To work in close partnership with parents to provide the best care and education for every child.</p> <p>To work in collaboration with a wide range of outside agencies, to ensure the most appropriate provision is made for every child.</p> <p>To create children who are independent learners.</p> <p>To maintain high levels of expertise in both teaching and support staff</p>			✓

This policy affects or is likely to affect the following members of the school community (✓)	Pupils	School Personnel	Parents/carers	Governors	School Volunteers	School Visitors	Wider School Community
	✓	✓		✓	✓	✓	✓

Question	Equality Groups										Conclusion									
	Age		Disability		Gender		Gender identity		Pregnancy or maternity				Race		Religion or belief		Sexual orientation			
Does or could this policy have a negative impact on any of the following?	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓				✓												✓			

Does or could this policy help promote equality for any of the following?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'						
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	Yes	No			
Does data collected from the equality groups have a positive impact on this policy?	✓			✓			✓			✓												✓									
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	Yes	No

Conclusion We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.

Preliminary EIA completed by R Squirrel	Date 10/08/21	Preliminary EIA approved by Sue Talbot	Date 10/08/21
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Policy Evaluation

Points to be considered	Yes	No	N/A	Please supply evidence
• Policy annually reviewed	✓			Shared with all stakeholders, approved by governors and published on the school website
• Policy in line with current legislation	✓			Annual review to ensure any statutory changes or updates in policies are included.
• Coordinator in place	✓			Yes – Rachel Squirrel
• Nominated governor in place	✓			Anna Dollard – Chair of Governors
• Coordinator carries out role effectively	✓			As identified through performance management and feedback from the headteacher
• Headteacher, coordinator and nominated governor work closely	✓			Regular meetings and updates to governors
• Policy endorsed by governing body	✓			

● Policy regularly discussed at meetings of the governing body	✓		See governor meeting minutes
● School personnel aware of this policy	✓		
● School personnel comply with this policy	✓		
● Pupils aware of this policy		✓	
● Parents aware of this policy	✓		Published on the website
● Visitors aware of this policy	✓		SENDco shares relevant aspects with visitors
● Local community aware of this policy	✓		Published on eth website
● Funding in place	✓		
● Policy complies with the Equality Act	✓		
● Equality Impact Assessment undertaken	✓		
● Policy referred to the School Handbook	✓		See School Handbook
● Policy available from the school office		✓	On website but a paper copy can be printed on request
● Policy available from the school website	✓		
● School Council involved with policy development		✓	
● All stakeholders take part in questionnaires and surveys		✓	
● All associated training in place	✓		
● All outlined procedures complied with	✓		See SEN Information Report and SEN links in other policies published on the website
● Linked policies in place and up to date	✓		
● Associated policies in place and up to date	✓		

A statement outlining the overall effectiveness of this policy

The policy ensures that all the school community are aware of the statutory duties around SEND. The policy clearly sets out how the school will support children with SEND.

