Equality Impact Assessment

1.Name of the change, strategy, project or policy:	**Disciplinary Policy & Procedure**
2. Name of person completing this form:	**HR Advisory Service (Schools)**

3. Has the policy/practice been assessed to consider any negative impact on the key groups? Yes. This **document consists of a policy/procedure in line with current statutory provision and ACAS practice relating to sanctions up to and including dismissal.**			
4. Where negative impact has been identified, please complete questions 5-9, if none is identified, please sign and proceed to question 9.			

Equality Target Group (circle):	Negative impact – it could disadvantage	Reason	
Race	None		
Religion/belief	None		
Disability	None		
Gender	None		
Sexual Orientation	None		
Age	None		

5	Yes	No
Is the impact legal/lawful? Seek advice from your School link HR Advisor if necessary.		
Is the impact intended?		

6 Could you minimise or improve any negative impact? Use the space below to detail how.
7 Is it possible to consider a different policy/strategy/action, which still achieves your aim, but avoids any adverse impact on equality?
8. In light of all the information detailed in this form; what practical actions would you take to reduce or remove any adverse / negative impact?

PART B) To be completed when assessment and consultation has been carried out

9a) As a result of the assessment and consultation completed in Part A above, state whether there will need to be any changes made to the policy, project or planned action. **9b)** As a result of this assessment and consultation, does the school need to commission specific research on this issue or carry out monitoring/data collection?			
The policy and procedure has been consulted upon with trade unions/professional associations and Governor readers. There is no evidence that proposed changes will have an adverse equality impact on any of the different groups of people. Governing Bodies will ensure that the procedures within school reflect this policy.			
9) Have you set up a monitoring/evaluation/review process to check the successful implementation of the policy, project or change?	Yes		No