Equality Impact Assessment

1. Name of the change, strategy, project or policy:	**Bullying & Harassment**
2. Name of person completing this form:	**Justine Little**

3. Has the policy/practice been assessed to consider any negative impact on the key groups?
Yes. As this policy is based upon identified good practice for managing Bullying & Harassment within school to ensure a formal process is available for raising/reporting incidents to management in a open and consistent manner.
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.	NA	NA
Is the impact intended?	NA	NA

6 Could you minimise or improve any negative impact? Use the space below to detail how.
NA
7 Is it possible to consider a different policy/strategy/action, which still achieves your aim, but avoids any adverse impact on equality?
NA
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?
NA

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?
This policy and procedure will be subject to regular review and evaluation by the Governing Body.

	Yes		No	
9) Have you set up a monitoring/evaluation/review process to check the successful implementation of the policy, project or change?	Yes	✔	No	*As described above*