



# CANNOCK CHASE HIGH SCHOOL

A C H I E V E M E N T F O R A L L

## REDUNDANCY PAYMENTS POLICY

### Equality Impact Assessment

#### 1: The Policy

Faculty/Support Service carrying out the assessment	PHRP & Cannock Chase High School
New or previously approved Policy?	New
Date of approval/last review (if known)	N/A
Name and role of Assessor(s)	Caroline Humphries (PHRP Ltd)

#### 2: Further information

1. Person responsible for the Policy that is being assessed?	Headteacher
2. Main aims, objectives and purpose of the Policy.	To implement a redundancy benefit calculation which supports Cannock Chase High School financial and organisational management in delivering learning to meet and exceed national expected standards of education.
3. Associated objectives of the Policy.	To create the framework in which Cannock Chase High School can structure staffing resources to meet current national government policy and inspection requirements, and best support the curriculum need.
4. Individuals or groups expected to benefit from this Policy.	Students of Cannock Chase High School.
5. Those consulted on this Policy.	Teacher and Support Staff Trade Union and Professional Associations.
6. Intended outcome.	Increased flexibility and affordability when restructuring to ensure Cannock Chase High School is able to deliver its core purpose of educating students through a curriculum led staffing structure.
7. Factors which could contribute to the outcome.	Clear understanding of the changes which have occurred during recent years and how this impacts on the staffing resources and deployment of staff within Cannock Chase High School.
8. Factors which could detract from the outcome.	Failure to understand the rationale behind the need to change and potential benefits to students via improved curriculum delivery, eg class sizes/class numbers and qualification choice.

### 3: Assessment of the impact on different groups of people

The table below indicates whether the Policy affects particular Equality Target Groups compared to other groups.

**Positive impact:** A Policy or practice where the impact on a particular group of people is more positive than for other groups, e.g., accessible website design. It can also include legally permitted positive action initiatives designed to remedy workforce imbalance, such as job interview guarantee schemes for disabled people.

**Negative impact:** A Policy or practice where the impact on a particular group of people is more negative than for other groups (e.g., where the choice of venue for a staff social occasion precludes members of a particular faith or belief group from participating).

**Neutral impact:** A Policy or practice with neither a positive nor a negative impact on any group or groups of people, compared to others.

Equality Target Group	Positive impact	Negative impact	Neutral impact	Reasons/Comments
Men			X	This Policy and procedure applies equally to all staff, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.
Women		X		This Policy and procedure applies equally to all staff, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. NB Women may have shorter service than men due to career breaks linked to maternity resulting in shorter length of service. Terms and conditions of employment and organisational policy allow for service to be maintained in some circumstances. NB Women may be more likely to work part time and, therefore, would have a lower average weekly pay than a full time colleague. This impact does not differ from the existing Policy and the statutory position.

People from black and minority ethnic communities			X	This Policy and procedure applies equally to all staff, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.
Disabled people		X		This Policy and procedure applies equally to all staff, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. NB Employees with a disability may be more likely to work part time and, therefore, would have a lower average weekly pay than a full time colleague. This impact does not differ from the existing Policy and the statutory position.
Gay, Lesbian and Bisexual People			X	This Policy and procedure applies equally to all staff, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.
Transgender people			X	This Policy and procedure applies equally to all staff, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.
Age (41 +)	X			Calculation factors allow for increased multiplying factors for longer serving employees who are likely to be older.
Age (22 - 40)		X		Calculation factors allow for smaller multiplying factors for shorter serving employees who are likely to be younger.
Age (21 and under)		X		Calculation factors allow for smaller multiplying factors for shorter serving employees who are likely to be younger.
Faith or belief groups			X	This Policy and procedure applies equally to all staff, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

#### 4: Promoting Equality

How this Policy promotes equality.	The Policy provides for a consistent formula to be applied to all staff who would be subject to redundancy and, therefore, the payment calculation. The formula does differ for those over the age of 21 and over 40 in line with statutory calculations.
Can any negative impact on any equality target groups, be legally and objectively justified?	The Policy is consistent with the statutory position.

Assessor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Date for Review: \_\_\_\_\_