

APPENDIX E – EQUALITY IMPACT ASSESSMENT

Name and brief description of proposal / policy / service being assessed				
<p><u>2014/15 School Budget Process</u> The purpose of this report is to provide an update on the 2014/15 budget allocation for Schools.</p>				
Information used to analyse the effects on equality				
	Could particularly benefit (X)	May adversely impact (X)	How different groups could be affected: Summary of impacts	Details of actions to reduce negative or increase positive impact (or why action not possible)
People from different ethnic groups	X	X	<p>A) <u>Secondary Schools Prior Attainment Factor</u> - Any pupil failing level 4 Maths or English</p> <p>Included in the DfE's funding reforms was an optional factor that LA's could use in their local formulas, this factor targets those pupils failing level 4 Maths and English. The use of the factor was approved by Schools Forum in September 2012.</p> <p>An amendment to this factor now targets pupils failing level 4 Maths or English. The DfE's reasoning for this is to reflect the significant reduction in pupils achieving level 4 in English and Maths. Whilst this is true nationally Nottingham City is not following the same trend and this is reflected in the DSG allocation.</p> <p>This cost associated with widening the criteria could not be contained within the current DSG</p>	<p>This decision will have a minimal impact on schools budget and pupils as the recommended allocation method will see a minimal gain or loss to each secondary school budget not exceeding £2k.</p>
Men, women (including maternity/pregnancy impact), transgender people	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers	<input type="checkbox"/>	<input type="checkbox"/>		
People from different faith groups	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people	<input type="checkbox"/>	<input type="checkbox"/>		
Older or younger people	<input type="checkbox"/>	<input type="checkbox"/>		
Other (e.g. marriage/civil partnership, looked after children, cohesion/good relations, vulnerable children/adults)	<input type="checkbox"/>	<input type="checkbox"/>		

		<p>allocation and would create future budget pressures.</p> <p>To manage this budget gap it is recommended that the local rate be reduced from £832.23 per pupil (pp) to an average rate based on pupil numbers; October 2013 census identified 3,451 pupils aligning to the criteria which gives an average rate of £393.98 pp.</p> <p>This decision to use this factor was considered as part of the 2013/14 budget process which ensured no equality issues.</p> <p>There are no staffing issues generated by this decision.</p>	
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Outcome(s) of equality impact assessment:
 No major change needed Adjust the policy/proposal Adverse impact but continue Stop and remove the policy/proposal

Arrangements for future monitoring of equality impact of this proposal / policy / service:
 There will be ongoing monitoring of the level of pupils not achieving maths or English.

Approved by (manager signature):
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Date sent to equality team for publishing: