



Impact Assessment Procedure Document

Document Control

This document is issued and controlled by the Leadership Team.

The latest version of the procedure will be maintained on the School Website.

Impact Assessment Procedure Document

Scope

There are 9 strands of protected characteristics which need to be considered when conducting an equality impact assessment.

- Age
- Ethnicity (Race)
- Religion
- Disability
- Gender
- Sexual Orientation
- Gender Reassignment
- Pregnancy & Maternity
- Civil Partnership & Marriage

Purpose

Endeavour Academy has a duty to assess the equality impact of its current, and future, policies and procedures. To achieve this goal, an equality impact assessment is required for each policy and procedure.

An equality impact assessment is a detailed and systematic analysis of the potential or actual effects of a policy and/or procedure upon equality.

Comment

The person responsible for each group of policies will complete the impact assessment as part of the review. Annual reviews of policies and procedures **must** contain impact assessment.

The person responsible for the policy group will monitor any action plans arising from impact assessments and ensure their completion.