## Ellingham Church of England Aided First School

## Summary of Equality Impact Assessment – Financial Proposal

**Proposal:** Proposed Redundancy and Early Retirement Scheme for Teachers and Support Staff at Ellingham C of E Aided First School, with effect from 1 April 2013.

**Date impact assessment competed:** 5th February 2013

**Description of proposal:**

The Finance Committee has the delegated authority from the governing body to propose and consult upon the above scheme. The scheme covers termination payments to staff in cases of redundancy or efficiency and applications for early retirement where there is discretion for the governing body to make specific provisions. As a result of the new national funding formula for schools from 1 April 2013 the governing bodies of maintained schools will have to meet such costs from their own budgets in the vast majority of cases.

**Governors involved in assessment:** Jacqui Davison**,** Kathy Davies**,** Eileen Duncan andDiane Lakey

**Aims of the proposal:** Governing bodies have discretion from 1 April 2013 to set their own scheme for termination payments. It is proposed to retain the same arrangements as the County Council’s current scheme for schools as it is considered that these provide reasonable and appropriate compensation to staff whose employment is terminated within the financial context of this school.

**Summary of impact assessment:**The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.

**Summary explanation:** This judgement is based on the fact that the proposal is to continue the current arrangements and, therefore, staff are not at a disadvantage. Any potential age discrimination in the current arrangements is not required to be objectively justified as the enhanced redundancy scheme is based on the statutory redundancy scheme. The governing body will apply the scheme fairly and consistently to ensure that it operates without a negative impact on equality.

**Planned monitoring arrangements:** Any committee or hearing body awarding payments that fall within this scheme will do so in line with its provisions and we will monitor any payments awarded during 2013-14 to inform the next scheme review effective from 1 April 2014.