

Equality Impact Assessment - Risk Summary Chart: Proposed recommendation to halt the proposed closure of Rodmell CE Primary School.

This summary chart shows the risks that have been identified through the EQIA and the mitigation in place to manage these risks.

Protected Characteristics Potential negative impact	Potential legal challenge and reputational damage to Council	Mitigation	Accepted Risks
Age Reception class – Year 5 pupils currently at the school plus reception pupils on roll due to start September 2016	The decision to halt the closure will lead to a period of uncertainty about the future of the school.	The local authority will work with the school to ensure that the school and the local community are kept well informed about the progress of the consultation process, including providing information about any new proposal submitted and the timelines for any further stage of consultation.	Some pupils may be unsettled by the uncertainty and this could impact on their learning outcomes.
Disability Data indicates that children with SEN are over represented at Rodmell CE Primary school.	The decision to halt the closure will lead to a period of uncertainty about the future of the school.	The local authority will work with the school to ensure that the school and the local community are kept well informed about the progress of the consultation process, including providing information about any new proposal submitted and the timelines for any further stage of consultation.	Some pupils may be unsettled by the uncertainty and this could impact on their learning outcomes.
Religion, belief The proposal will predominantly affect children whose families have chosen to send their children to a denominational school.	The decision to halt the closure will lead to a period of uncertainty about the future of the school.	The local authority will work with the school to ensure that the school and the local community are kept well informed about the progress of the consultation process, including providing information about any new proposal submitted and the timelines for any further stage of consultation.	Some pupils may be unsettled by the uncertainty and this could impact on their learning outcomes.
Other: Socio-Economic Rodmell school has a higher % of pupils eligible for free school meals than average.	The decision to halt the closure will lead to a period of uncertainty about the future of the school.	The local authority will work with the school to ensure that the school and the local community are kept well informed about the progress of the consultation process, including providing information about any new proposal submitted and the timelines for any further stage of consultation.	Some pupils may be unsettled by the uncertainty and this could impact on their learning outcomes.

Protected Characteristics Potential negative impact	Potential legal challenge and reputational damage to Council	Mitigation	Accepted Risks
<p>Gender/Transgender</p> <p>Boys are over represented at Rodmell.</p>	<p>The decision to halt the closure will lead to a period of uncertainty about the future of the school.</p>	<p>The local authority will work with the school to ensure that the school and the local community are kept well informed about the progress of the consultation process, including providing information about any new proposal submitted and the timelines for any further stage of consultation.</p>	<p>Some pupils may be unsettled by the uncertainty and this could impact on their learning outcomes.</p>