

MIAG



EQUALITY IMPACT STATEMENT

MIAG ORGANISATIONAL DOCUMENT

Organisation-wide

*Supporting consistent, effective practice
across the MIAG organisation.*



SUPPORTING
INDIVIDUALS



CREATING
OPPORTUNITIES



ENRICHING
COMMUNITIES

Purpose:

This statement sets out MIAG's approach to considering equality when developing or reviewing policies, procedures, services, provision and significant organisational decisions.

Equality impact assessment is an organisational decision-making tool. It is used to identify whether a proposal may have a different or disproportionate impact on people because of a protected characteristic, identify barriers and unintended consequences, and record the action MIAG will take to remove, reduce or mitigate those impacts.

MIAG recognises that equality does not mean treating everyone identically. Fair and equitable practice may require different or additional support where an individual or group experiences a particular barrier. Equality considerations should therefore be proportionate to the decision being made and based on evidence, individual circumstances and the views of those affected.

MIAG's Equality Commitment:

- ❖ MIAG will not tolerate unlawful discrimination, harassment or victimisation
- ❖ Equality considerations will be integrated into policy development, service design, significant organisational change and relevant decision-making.
- ❖ The Equality Act 2010 protected characteristics will be considered: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation
- ❖ Where the Public Sector Equality Duty applies to MIAG's functions, MIAG will have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations
- ❖ For disabled people, MIAG will consider the reasonable adjustment duties that apply and will respond to individual need
- ❖ Equality considerations will be connected to safeguarding, SEND, wellbeing, inclusion and access to education and employment
- ❖ Where an assessment identifies an adverse or disproportionate impact, the responsible manager will consider whether the proposal should be amended, whether mitigation is required and how the impact will be monitored

When an Equality Impact Assessment Should Be Considered:

An assessment should be considered when MIAG is:

- ❖ introducing or substantially changing an organisational policy or procedure;
- ❖ making a significant change to education, support, employment or organisational services;
- ❖ making a decision that may affect access, participation, outcomes, staffing or working arrangements;
- ❖ responding to evidence of unequal outcomes, barriers or discriminatory impact;
- ❖ implementing a change that is likely to affect a particular group or groups differently.

Accountability and Assurance:

The person leading the proposal is responsible for completing the assessment, seeking appropriate evidence and consultation, and ensuring identified actions are implemented. The relevant Head Teacher/Provision Lead, senior leader or organisational lead should provide appropriate challenge and oversight. Significant equality risks should be escalated through the relevant MIAG governance and assurance arrangements.

Completed assessments should be retained with the relevant policy, project or decision record and reviewed where the proposal changes or new evidence emerges. Equality impact assessment does not replace safeguarding, SEND, health and safety, data protection, employment, financial or other specialist assessments where those are required.

Review:

This statement should be read alongside the MIAG Equality Act Policy and reviewed when there are material changes to equality legislation, statutory guidance, inspection expectations or MIAG organisational arrangements.

Document Control:

Document	MIAG Equality Impact Statement
Policy Framework	MIAG Organisational Policy Framework
Owner	Lisa Savage, Chief Operating Officer
Approved By	Guy Hopson
Approval Date	8 th September 2026
Effective From	September 2026
Review Date	August 2027
Version	1.0