



Greenfield Primary School

Excellence and Enjoyment for All

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Equality Impact Assessment

Purpose

The purpose of this document is to provide the governing body of Greenfield Primary School an equalities impact assessment for their proposal to covert to an academy and join Focus-Trust.

Given this proposal affects the legal status of the school, it is important to note that Secretary of State for Education (or Department for Education officials with delegated authority) must formally approve and sign off on the legal change through signing the Commercial Transfer Agreement. A copy of this document, detailing the schools' considerations, will therefore be shared with the DfE at the appropriate stage within the process.

The key question to be addressed is whether the conversion to academy and changing our legal status will result in quantifiable or different outcomes for different groups or differential access to the services provided by our school.

In addition to the below impact strands, in a school context, the arrangements for admissions are an important consideration for stakeholders, as is the impact on staff and our approach to curriculum and inclusion.

Area of consideration	Response
Name of policy/funding activity/project/proposal being assessed?	Conversion to academy status and joining Focus-Trust MAT.
Summary of aims and objectives of the above proposal?	Greenfield Primary School is proposing to convert to academy status and join Focus Trust to strengthen long-term school improvement and enhance educational outcomes and opportunities for all pupils. The Governing Body has identified Focus as its preferred trust because of its close alignment with Greenfield's values, inclusive ethos and community identity. Joining Focus would provide opportunities to share expertise, develop teaching and curriculum provision and broaden pupils' learning and enrichment experiences through collaboration with other primary



schools. The school aims to use these partnerships to strengthen provision for all pupils, including those with special educational needs and disabilities and those experiencing disadvantage.

Conversion would also provide broader professional development, collaboration and career opportunities for teaching staff, support staff and school leaders. Access to specialist advice, shared resources and central services would support effective school management and the use of available funding.

Greenfield Primary School will adhere to the Duty of Care Principles; risk assess, consult with all stakeholders, implement, monitor and ensure opportunities for regular reviews throughout the process.

Who has been involved in this proposal and what consultation has been done in relationship to this activity?

The proposal has been developed by Greenfield Primary School's Governing Body, supported by a working group of governors and school leaders. The process has included consideration of three potential trusts, school visits and discussions with headteachers, teachers, support staff, governors, school business managers and trust leaders. Greenfield's Headteacher and Deputy Headteacher have also met with Focus Trust's Chief Executive Officer and Chief Operating Officer to undertake initial due diligence.

An initial staff consultation took place from 2nd to 16th September 2026. Staff were invited to consider the recommendation, ask questions and share concerns. Questions received covered pensions, continuity of service, employment terms, job security, staffing arrangements and workload. These questions were carried forward into the formal consultation, with clarification sought from Focus Trust.

The formal consultation period runs from 5th October to 6th November 2026, seeking views from staff, parents, carers, neighbouring schools and nurseries,



	professional associations and other stakeholders. Pupils will have opportunities to contribute in an age-appropriate way. Feedback will be invited through an online questionnaire, a dedicated email address and discussions. Consultation information will be available on the school website, with paper copies available on request. A staff consultation meeting is planned for 2nd November and a parent consultation meeting for 5th November, both supported by Focus Trust. Following consultation, the Governing Body will consider the feedback, due diligence findings and an updated Equality Impact Assessment at an extraordinary meeting planned for the week beginning 9th November 2026, before determining the next steps. The Local Authority have been notified of the intention to convert and are fully supportive of the process.
Who is affected by the policy/activity/proposal/event?	Pupils, Families, Staff and wider stakeholders
What are the arrangements for monitoring and reviewing the actual impact of the policy / activity or event?	Liaison with link DfE Regional Director personnel. Regular meetings with Focus-Trust MAT and appointed legal representative from the LA. Regular liaison with staff, unions, and parents. The Governing Board of Greenfield Primary School will continually review and monitor the process.
6. What are the implications for current and prospective pupils?	The conversion will not impact on the duties already on the school in respect of its arrangements for admissions, exclusions and special educational needs except to say F-T will become the new admissions authority. Focus-Trust will become the Admission Authority. Greenfield Primary School will adopt the existing admissions arrangements, ensuring no structural changes occur that would disadvantage local families or vulnerable groups.

Greenfield Primary School is committed to the inclusion of all our pupils. We have developed a wide range of strategies to respond to the individual needs of all our students. In recent years, the school has also been developing its curriculum to ensure that it is fully personalised, meeting the needs and aspirations of all our pupils, allowing them access to learning that is relevant and fulfilling.

Greenfield Primary School will retain its broad and balanced curriculum. With support from Focus-Trust will continue to work to achieve ambitious outcomes for all pupils.

Whilst the Academy will operate independently of the Local Authority it will be required to adhere to the School Admissions Code, as administered by the Local Authority, which prioritises looked after children and SEN children to attend the school which is most appropriate to their individual needs.

What are the implications for staff?

As part of the Academy conversion, the employment of all staff will transfer from Greenfield Primary School (Oldham Council) to Focus-Trust MAT. The Governing Board has confirmed that TUPE regulations will apply to existing staff and as a result all existing terms and conditions of employment, including continuity of service will transfer. In addition, Focus-Trust has indicated that they intend to continue to follow national terms and conditions of employment to all newly appointed staff. A period of further consultation will take place to ensure true pay harmonisation post transfer, however Focus-Trust have confirmed there will be no detriment to existing staff. This will be made clear and transparent to all staff during the consultation process. Once finalised Focus-Trust will comply with all aspects of SSNB just as we would have done if the conversion did not take place. As a result, the Governing Board is confident that there is no detriment to any individual or groups of



	our staff with respect to their existing terms and conditions of employment.
Are different groups affected in anyway? (Neutral, positive or negative) If there is any negative impact, what actions have been taken/will we taken to mitigate this, including considering an alternative proposal.	Please see below, including details of evidence used to assess the impact.

Pupils

Protected Characteristic	Assessed impact based on evidence below	Action to address negative impact
Age	Neutral No negative impact identified	
Disability	Neutral No negative impact identified	
Gender Reassignment	Neutral No negative impact identified	
Marriage and Civil Partnership	N/A No negative impact identified	
Pregnancy or Maternity	N/A No negative impact identified	
Race	Neutral No negative impact identified	
Religion or belief	Neutral No negative impact identified	
Sex	Neutral No negative impact identified	
Sexual orientation	Neutral No negative impact identified No negative impact identified	

Evidence

- Greenfield Primary School will continue to offer education to the same age range e.g. 3 to 11
- Greenfield Primary School will maintain its existing Special Education Needs and Disabilities (SEND) provision and accessibility plans. Joining Focus-Trust will provide access to a wider network of specialist resources, inclusions expertise, and centralised SEND support.
- Approach to protecting social transitions of pupils will remain in place. The MAT anti-bullying, behaviour policies and equal opportunities frameworks align with statutory requirements.
- Admissions criteria will remain clear, fair, objective, and compliant with the School Admissions Code, ensuring equal access for all ethnic groups.



- The school's existing non-religious character will not change. Religious education and collective worship will continue to comply with statutory frameworks and respect all faiths and none.
- The school will remain co-educational. Equal opportunity policies for both staff recruitment and pupil outcomes will be maintained and monitored.
- Anti-discrimination practices and inclusive curriculum delivery will be maintained under the Focus-Trust overarching equality objectives and school-based action plan.

Staff

Protected Characteristic	Assessed impact based on evidence below	Action to address negative impact
Age	Neutral No negative impact identified	
Disability	Neutral No negative impact identified	
Gender Reassignment	Neutral No negative impact identified	
Marriage and Civil Partnership	N/A No negative impact identified	
Pregnancy or Maternity	N/A No negative impact identified	
Race	Neutral No negative impact identified	
Religion or belief	Neutral No negative impact identified	
Sex	Neutral No negative impact identified	
Sexual orientation	Neutral No negative impact identified	

Evidence

- Greenfield Primary School and subsequently Focus-Trust will continue to follow all national terms and conditions relating to employment of new staff.
- Employment protections for staff of all ages will be maintained under TUPE regulations during the transfer.
- Staff terms and conditions relating to maternity, paternity, and adoption leave are protected at the point of transfer under TUPE regulations.
- Policies to protecting transitioning staff will remain in place. The MAT anti-bullying, harassment and equal opportunities frameworks align with statutory requirements.
- Equal opportunity policies and safer recruitment connected to the employment of staff will be maintained and monitored.



Summary

No barriers have been identified.

Measures have been put in place to ensure that all protected groups are considered and actions identified where appropriate.

We will continue to keep all findings from the consultation process under review, safe in the knowledge, we can decide to stop or reconsider our proposal to change our legal status at any point. This may be because information comes to light which shows bias to one or more groups.

Due diligence will ensure regular reviews and monitoring takes place, allowing for timely updates to be given to staff and other stakeholders. We will routinely consider whether the process needs to be changed or stopped.

We are committed to ensuring the process is undertaken in a measured way to reduce incidence of inequality.

Conclusion

There is no evidence to indicate that the proposal to convert to academy status will result in a negative or adverse impact on any equality strand. It is anticipated that the school's established policies and practices will be strengthened through the shared expertise, resources, and collaborative flexibility of the Multi-Academy Trust.

No major modifications to the conversion proposal are required however, the findings of the consultation process will be shared as appropriate and we will continue to review this EIA on a regular basis prior to any final decisions being made.

Date of Completion:	4 th October 2026
Authorised by SLT:	Signature  Name Ben Storey Role Headteacher Date 4th October 2026
Authorised by LGB:	Signature Name Role Date Role
Review date:	To be reviewed and updated in line with process of due diligence and conversion timelines.



