

Equality Impact Assessment

Document:	<i>What policy/procedure is under review? Future Skills Strategy</i>
Executive Summary:	<p><i>Provide a brief summary – does the proposed change have any negative effect on one or more group of individuals? If yes, what adjustments/recommendations have been made to remedy negative impacts?</i></p> <p><i>There are many positive impacts across all the characteristics.</i></p> <p><i>Persistent Equality and Diversity Issues have been identified and will be addressed through our Senior Management Team regular monitoring and action planning to address those. The Equality Outcome Action Plan has been created and will address these issues.</i></p>

By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA;

- 1: Does the policy/practice eliminate discrimination, harassment and victimisation?
- 2: Does the policy/practice promote equality of opportunity?
- 3: Does the policy/practice promote good relations?

Protected Characteristic	Commentary
	<p><i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;</i></p> <ol style="list-style-type: none"> <i>1. Change the policy so impact is no longer negative</i> <i>2. Justify why it has to be done e.g. health and safety legislation</i> <i>3. Consider how you are going to mitigate the impact</i>
<p>Age <i>Someone belonging to a particular age, or range of ages</i></p>	<p><i>There is positive impact for lifelong learning which enables mature students and those retraining and reskilling to access education.</i></p> <p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p>

<p>Care Experienced Someone who has been or is currently in care or from a looked-after background at any stage in their life. This includes adopted children who were previous looked-after.</p>	<p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
<p>Marriage/Civil Partnership Married couples and civil partnership should be treated the same on a wide range of matters</p>	<p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
<p>Race Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</p>	<p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
<p>Disability A physical or mental impairment which has a substantial and long-term adverse effective on a person's ability to carry out normal day-to-day activities</p>	<p><i>The flexibility in the offer will have a positive impact on those with a disability and will make learning more accessible.</i></p> <p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
<p>Gender identity/ reassignment The process of transitioning from one gender to another (can include changing names, pronouns, dressing differently, medical intervention</p>	<p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>

<i>and living in their self-identified gender)</i>	
Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	<p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
Sex <i>Gender assigned at birth</i>	<p><i>The flexibility of delivery will support childcare and caring responsibility and it will provide opportunities which could address occupation segregation.</i></p> <p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
Employment or Trade Union Membership	<p><i>This will be a positive impact because the strategy is looking to help individuals find new career paths.</i></p> <p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
Past Criminal Convictions	<p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
Poverty or Deprivation	<p><i>This will have a positive impact due to the opportunity to develop their skills and support will be in place. Digital provision and access to support services.</i></p>

	<p><i>This is a positive impact, particularly the opportunity to develop metaskills which will increase individuals progression and employability prospects.</i></p> <p><i>There is a positive impact due to the opportunities to access lifelong learning.</i></p>
--	---

Owner:	Heather Anderson	
Date initiated:	19 May 2021	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Vice Principal Curriculum and Student Services, Equalities Officer, Student Association, Head of Student Services</i>	
Signature (Owner)	<i>Heather Anderson</i>	Date 19/5/2021
Signature (Equalities Officer)	Amy Brydon	Date 29/5/2021