

Equality Impact Assessment

Document:	Core and Essential Skills Policy (May 2020)
Executive Summary:	<p>The Core Skills Policy and associated procedure provides opportunity for all learners to develop a range of essential skills including core skills, digital skills and meta-cognitive skills.</p> <p>There may be negative impacts on students with past criminal convictions due to the work placement in industry element of the policy, and those that experience poverty/deprivation.</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 <i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;</i>
Age <i>Someone belonging to a particular age, or range of ages</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Care Experienced <i>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.</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Disability <i>A physical or mental impairment which has a substantial and long-term</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.

<i>adverse effective on a person's ability to carry out normal day-to-day activities</i>	
Gender identity/ reassignment <i>The process of transitioning from one gender to another (can include changing names, pronouns, dressing differently, medical intervention and living in their self-identified gender)</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Sex <i>Gender assigned at birth</i>	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Employment or Trade Union Membership	No negative impact. The Core and Essential Skills policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Past Criminal Convictions	May have an impact on the students ability to undertake work placement where PVG disclosures are required. When it is a legal requirement by the employer (e.g. Social Care & Healthcare) and when a work placement is an essential part of their course, we carry out a Criminal Conviction check during the application process to ensure the individual doesn't start the course unaware of the implications. The impact of a criminal check and/or PVG disclosure will be at the discretion of the employer and in some circumstances, the college may take the student on placement so we can provide appropriate support and opportunity to them.
Poverty or Deprivation	There may be digital poverty due to the current necessity to deliver online. The College is utilising Bursary funds to provide laptops to students and also data bundles when internet access is poor. The Student Support Network and referral system is available to students to help them source appropriate digital access.

Owner:	H Anderson	
Date initiated:	14 May 2020	
Consultation:	Assistant Principals, Head of MIS and Curriculum & Learning Managers and Student President of Student Association, EIA Team	
Signature (Owner)	<i>H Anderson</i>	Date 15 May 2020
Signature (Equalities Officer)	A Brydon	Date 12 June 2020