

Equality Impact Assessment

Document:	<i>Curriculum Strategy 2020-2025</i>
Executive Summary:	<i>This strategy has been created to support the college in meeting it's Strategic Ambition for 2020-2025</i>

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> <ol style="list-style-type: none"> 1. <i>Change the policy so impact is no longer negative</i> 2. <i>Justify why it has to be done e.g. health and safety legislation</i> 3. <i>Consider how you are going to mitigate the impact</i>
Age <i>Someone belonging to a particular age, or range of ages</i>	<i>There may be an indirect impact on those aged 16 – 18 year old who have historically had lower student outcomes compared to other age groups. The college will direct support to those age groups to mitigate this. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
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>	<i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i>	<i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i>

<p>Race Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</p>	<p><i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i></p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</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>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i></p>
<p>Gender identity/ reassignment 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)</p>	<p><i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i></p>
<p>Pregnancy/maternity Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</p>	<p><i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i></p>
<p>Religion or Belief Religious and philosophical beliefs, including lack of belief (atheism)</p>	<p><i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i></p>
<p>Sex Gender assigned at birth</p>	<p><i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i></p>

Employment or Trade Union Membership	<i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
Past Criminal Convictions	<i>No negative impact. The Curriculum Strategy aims to promote equality of opportunity and to minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
Poverty or Deprivation	<i>Expanding the use of technology and e-learning may disadvantage those with the lowest income. The college will utilise available funds and resources from ISLT to minimise the impact of the need for IT equipment and connectivity.</i>

Owner:	H Anderson	
Date initiated:	23/10/2020	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Assistant Principals, Head of Student Services, Student President, Equalities Officer</i>	
Signature (Owner)	<i>H. Anderson</i>	Date 23/10/2020
Signature (Equalities Officer)	Amy Brydon	Date 29/10/2020