

Equality Impact Assessment

| | |
|--------------------|---|
| Document: | <i>Sustainability Workstream – Community</i> |
| Executive Summary: | <i>Workstream aims to provide commercial short courses via FWDF to eligible companies with a focus on sustainability and renewables, develop masterclasses with a focus on sustainability and develop online community courses with a focus on natural capital and sustainability</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 | <p>Commentary</p> <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</p> <p><i>Someone belonging to a particular age, or range of ages</i></p> | <p><i>Courses are aimed at SMEs and levy paying employers to provide upskilling and reskilling via the Flexible Workforce Development Fund. All employees are eligible for training providing this meets the needs of the business.</i></p> <p><i>Masterclasses and community courses are available to anyone.</i></p> |
| <p>Care Experienced</p> <p><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></p> | <p><i>All participants will be provided with additional support as required to ensure equal access to the courses and minimise any risk of discrimination direct or indirect.</i></p> |

| | |
|---|---|
| <p>Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p> | <p><i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i></p> |
| <p>Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p> | <p><i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i></p> |
| <p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p> | <p><i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i></p> |
| <p>Disability <i>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</i></p> | <p><i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i></p> |
| <p>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></p> | <p><i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i></p> |
| <p>Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i></p> | <p><i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i></p> |

| | |
|---|--|
| Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i> | <i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i> |
| Sex <i>Gender assigned at birth</i> | <i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i> |
| Employment or Trade Union Membership | <i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i> |
| Past Criminal Convictions | <i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect.</i> |
| Poverty or Deprivation | <i>Adults meeting the eligibility criteria will be supported to access and achieve the courses without risk of discrimination either direct or indirect. Additional support may be made available if indicated to ensure parity of access.</i> |

| | | |
|--------------------------------|---|-----------------|
| Owner: | K Mathison | |
| Date initiated: | 04/10/2021 | |
| Consultation: | <i>Which groups were consulted with in the development of this EIA?</i> Equalities Officer | |
| Signature (Owner) |  | Date 04/10/2021 |
| Signature (Equalities Officer) | A Brydon | Date 04/10/2021 |