

Equality Impact Assessment

Document:	<i>Work Experience Policy and Procedure</i>
Executive Summary:	<i>This policy and procedure provides the framework to carry out work placement experience.</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>
Age <i>Someone belonging to a particular age, or range of ages</i>	<i>No negative impact. The policy and procedure relates to all ages but includes specific instructions when dealing with those under 16 years.</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. These guidelines aim to ensure a consistent approach to administering work placements is taken across all sections of the college.</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. These guidelines aim to ensure a consistent approach to administering work placements is taken across all sections of the college.</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. These guidelines aim to ensure a consistent approach to administering work placements is taken across all sections of the college.</i></p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>No negative impact. These guidelines aim to ensure a consistent approach to administering work placements is taken across all sections of the college.</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. These guidelines aim to ensure a consistent approach to administering work placements is taken across all sections of the college.</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. These guidelines aim to ensure a consistent approach to administering work placements is taken across all sections of the college.</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. These guidelines aim to ensure a consistent approach to administering work placements is taken across all sections of the college.</i></p>
<p>Religion or Belief Religious and philosophical beliefs, including lack of belief (atheism)</p>	<p><i>No negative impact. These guidelines aim to ensure a consistent approach to administering work placements is taken across all sections of the college.</i></p>
<p>Sex Gender assigned at birth</p>	<p><i>No negative impact. These guidelines aim to ensure a consistent approach to administering work placements is taken across all sections of the college.</i> <i>o negative impact. These guidelines aim to ensure a consistent approach to discipline is taken across all sections of the college.</i></p>

Employment or Trade Union Membership	<i>No negative impact.</i>
Past Criminal Convictions	<i>Potential impact for those who have not declared relevant convictions and PVG provides information that contravenes the colleges ability to maintain their place at college.</i>
Poverty or Deprivation	<i>No negative impact.</i>

Owner:	H Anderson	
Date initiated:	20/09/2021	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Assistant Principal Quality & Development, AP's, Head of Student Services, Equalities Officer, Head of MIS</i>	
Signature (Owner)	<i>H. Anderson</i>	Date 20/09/2021
Signature (Equalities Officer)	A Brydon	Date 20/09/2021