

Equality Impact Assessment

Document:	EIA Introduction to Creative Writing and Theatre Skills
Executive Summary:	<i>This award develops students written skills and provides an introduction to creative writing, literary analysis, performance skills as well as developing confidence and improving employability.</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>The award is aimed at all eligible students and hopes to provide a positive impact on their career by developing appropriate skills and knowledge to enable them to successfully apply for employment. The award also supports students to develop written skills and improve confidence.</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>Students meeting the eligibility criteria will be supported to achieve the award. Additional support will be offered as required to ensure equal access to the qualification and minimise any risk of discrimination direct or indirect.</i></p>
<p>Marriage/Civil Partnership</p> <p><i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p><i>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect.</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>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect.</i></p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect.</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>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect.</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>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect.</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>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect..</i></p>
<p>Religion or Belief Religious and philosophical beliefs, including lack of belief (atheism)</p>	<p><i>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect..</i></p>
<p>Sex Gender assigned at birth</p>	<p><i>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect.</i></p>

Employment or Trade Union Membership	<i>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect. The award is designed to support those with an interest in the theatre to develop their skills, underpin their knowledge and provide evidence of understanding of their chosen subject.</i>
Past Criminal Convictions	<i>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect.</i>
Poverty or Deprivation	<i>Students meeting the eligibility criteria will be supported to access and achieve the award without risk of discrimination either direct or indirect.</i>

Owner:	Katharine Mathison	
Date initiated:	15/12/2022	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Equalities Officer</i>	
Signature (Owner)	<i>Kmathison</i>	Date 15/12/2022
Signature (Equalities Officer)		Date 09/01/2023