

Equality Impact Assessment

Document:	Loan Laptop EIA
Executive Summary:	<p>This is to assess the impact of an eligibility criteria for student provision of loan laptops.</p> <p>The criteria put forward is that all full-time funded students will be eligible for a loan laptop but encouraged to use their own if they have one. All other students who require a loan laptop but do not meet these conditions will still be accommodated as far as possible, particularly if this may prevent them from participating at all in college. This includes DEBI, part time and any other types of course or student.</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	<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"> 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>	<p>Low impact. Students in the lowest age group are most likely to not have access to their own funds or the family finances to buy a suitable device. If the student is funded however they will be eligible for a loan laptop regardless of age.</p> <p style="color: red;">Students of different ages may prefer/engage with different communication methods – ensure the process is regularly communicated in a wide range of ways to ensure the information is cascaded effectively.</p> <p style="color: red;">Younger students often benefit from additional support around getting prepared for college. It would be useful to send information on laptop loan process directly to schools so they can share with pupils and parents/provide support and advocacy where necessary.</p>

<p>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></p>	<p>Care Experienced students may be less likely to own a suitable device for their studies. They are however more likely to be funded and will be eligible for a loan laptop.</p> <p>If a student is care experienced but not funded and does not have a suitable device, this should be flagged at the earliest opportunity to allow ISLT to include in the laptop provision.</p>
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<p>Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p>No impact</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>No impact</p>
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>No impact</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>A student with a disability may require devices that are equipped beyond the standard specification. This may mean they are less likely to have an appropriate device to allow them to study.</p> <p>Are students with disabilities more likely to be funded?</p> <p>Make information accessible for all (e.g. concise and easy read)</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 selfidentified gender)</i></p>	<p>No impact</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>No impact</p>
<p>Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i></p>	<p>No impact</p>
<p>Sex <i>Gender assigned at birth</i></p>	<p>No impact</p>
<p>Student Carer <i>Providing unpaid care to a family member or friend who could not cope without their support.</i></p>	<p>No impact</p>
<p>Employment or Trade Union Membership</p>	<p>No impact</p>
<p>Past Criminal Convictions</p>	<p>All students will have the same access to loan laptops regardless of past criminal convictions except where there is a concern around this eg. The student is not allowed to possess a device as part of their legal conditions. In these circumstances curriculum and ISLT staff should work together to ensure that the student can access learning in full in an appropriate way.</p>
<p>Poverty or Deprivation</p>	<p>Students experiencing poverty are far less likely to own a suitable device. The majority of these students will be funded and will be eligible for loan devices. If there are any students who are not funded and experiencing poverty this should be flagged through</p>

	the appropriate channels as soon as identified and to ISLT to include in the numbers for provision of laptops.
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Owner:	Fiona Currie on behalf of Scott Moncrieff	
Date initiated:	21/04/22	
Consultation:	Equalities Officer	
Signature (Owner)	Fiona Currie	21/04/22
Signature (Equalities Officer)	Amy Brydon	21/04/2022