

Equality Impact Assessment

Document:	Work Experience Procedure (May 2020)
Executive Summary:	<p>The Work Experience Procedure outlines the steps that must be taken to ensure all relevant students benefit from a high-quality work placement or other workplace experience. The procedure supports equality of opportunity and attempt to reduce discrimination across all protected characteristics by ensuring all relevant students are able to develop their employability skills within a realistic work setting, giving due regard to the restrictions around work placement during the Covid-19 pandemic.</p> <p>There are potential negative impacts for the following protected characteristics; Age, poverty/deprivation and those with past criminal convictions.</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	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>	<p>No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</p> <p>Under 18 must by law have a risk assessment carried out and parental permission is required for students under 16.</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>No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</p>
Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i>	<p>No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</p>
Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i>	<p>No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</p>

Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i>	No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
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>	No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. Risk Assessment should identify any reasonable adjustments required.
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>	No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. Risk Assessment should identify any reasonable adjustments required.
Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. Risk Assessment should identify any reasonable adjustments required.
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Sex <i>Gender assigned at birth</i>	No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Employment or Trade Union Membership	No negative impact. The Work Experience Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Past Criminal Convictions	May have an impact on the students ability to undertake work placement where PVG disclosures are required. When it is a legal requirement by the employer (e.g. Social Care & Healthcare) and when a work placement is an essential part of their course, we carry out a Criminal Conviction check during the application process to ensure the individual doesn't start the course unaware of the implications. The impact of a criminal check and/or PVG disclosure will be at the discretion of the employer and in some circumstances, the college may take the student on placement so we can provide appropriate support and opportunity to them.
Poverty or Deprivation	There may be digital poverty due to the current necessity to deliver online. The College is utilising Bursary funds to provide laptops to students and also data bundles when internet access is poor. The Student Support Network and referral system is available to students to help them source appropriate digital access.

Owner:	H Anderson	
Date initiated:	21 May 2020	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Assistant Principals, CLM Supported Programmes, EIA Team</i>	
Signature	<i>H Anderson</i>	Date 21 May 2020

(Owner)		
Signature (Equalities Officer)	A Brydon	Date 12 June 2020