

# EQUALITIES IMPACT ASSESSMENT RECORD



Prepared by: S Taylor	Issued by: R Henderson	Issue Date: 23/11/2015
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<b>Area/Policy Reviewed:</b>	<b>Regional Outcome Agreement 2017 - 2020</b>
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The undernoted checklist is designed to record the assessment of the impact your area of service/policy has in respect of a wide range of equality requirements.

This checklist should be used to inform your review of the inclusiveness of the service you provide and to ensure that your service is not having an unfairly disproportionate or negative effect on any particular group.

When completing this checklist, you should not think of the “don’t know” column in the form as the easy option to respond to any of the questions. In cases where you don’t know and/or you don’t have data, you will need to make a judgement based on experience as to whether the service or policy you are screening may have an impact on any of the protected characteristic areas outlined. If your judgement is that the policy may have a differential adverse impact in relation to any of the characteristics highlighted (i.e. it affect some groups differently and less favourably than other groups), you should seek to obtain evidence and must look at how the service/policy can be developed, enhanced or delivered in a way which will lessen this impact.

**1. Is there any indication or evidence of a disproportionately higher or lower participation or uptake by different groups in respect of the policy or area of activity under consideration?**

	<b>Yes</b>	<b>No</b>	<b>Not Known</b>
Racial/Ethnic group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marital/Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Please comment:**

**Regional Outcome Agreement (ROA) highlights college approaches and targets designed to meet Scottish Government and Scottish Funding Council objectives in areas including the prioritisation of college education for young people, the tackling of gender segregation across subjects and support for those from the widest range of backgrounds.**

**In all cases ROA approaches and targets reflect proportionate means of achieving these national policy objectives.**

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**2. Is there any indication or evidence that different groups have different needs, experiences, issues and priorities in relation to the above noted service (which have not already been taken into account in the development and delivery of the policy or service area under consideration)?**

	Yes	No	Not Known
Racial/Ethnic group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marital/Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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**Please comment:**

The ROA summarises activities and approaches designed to ensure that College services and outcomes are accessible across the full range of protected characteristics. This includes the development of specialist provision, overall curriculum mix and the delivery of specific and targeted support services for identified groups to meet national policy aims.

**3. Have previous consultations with relevant groups, organisations or individuals indicated that particular service policies or approaches create problems that are specific to individuals in respect of any of the following groups?**

	Yes	No	Not Known
Racial/Ethnic group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marital/Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Please comment:**

**Please see above. Requirements are summarised within the ROA document and Access and Inclusion Strategy**

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## 4. Have these problems been fully addressed?

Yes  No

## 5. Is there an opportunity to better promote or ensure equality of opportunity by altering the service/policy or working with others to enhance inclusiveness?

Yes  No

Please elaborate:

Outlined within future ROA targets.

## 6. With reference to Questions 1 to 4 please summarise how you believe the service or policy impacts on the College's obligation to mainstream and positively promote equality and diversity within the services we offer.

The ROA directly outlines the high level range of activities and outcomes developed to meet the access and inclusion obligations of the College.

## 7. What additional data or evidence (if any) do you feel is required to ensure the effective monitoring of the service/policy following the implementation of any planned changes?

None.

## 8. In the context of Questions 3 - 6 are there any relevant groups (outwith those normally considered/consulted) which you believe should be consulted regarding the service/policy at this time?

Yes  No

Please specify the groups:

Students' Association and a wide range of partners are involved in the development and delivery of ROA outcomes.

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9. Any other comments on the service being reviewed or the impact assessment exercise completed?

10. On the basis of the answers noted above, do you feel that the service/policy meets required standards in respect of the mainstreaming and promotion of equality.

Yes  No

Please elaborate:

11. Should the policy/area be subjected to a full and more detailed Equality Impact Assessment/Enhancement plan?

Yes  No

Initial Impact Assessment Completed by: Steven Taylor

Date: 18 December 2017

If further Equality Impact Assessment/Enhancement is considered necessary, please discuss this requirement with the relevant member of the Executive Team

Please return completed form to the Quality Office.

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