

East Renfrewshire Council: Education Department

Equalities Impact Assessment of Proposed New Policy

The general equality duty requires public authorities to have due regard to the need to:-

- Eliminate unlawful treatment;
- Advance equality of opportunity; and
- Foster good relations

Across the following protected characteristics:-

- Age
- Disability
- Gender reassignment
- Sex and Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief

1. Title of the new policy/proposal		40% Reduction in Modern Apprenticeship Posts
2. Description of the new policy/proposal		To reduce the level of funding to support MA posts across the education department. (It should be noted that a greater saving could be taken but the policy is being considered in the context of supporting positive destinations for our young people)
3. Responsibility for implementing the policy		John Fitzpatrick (HoS)
4. In what way does the proposed new policy eliminate unlawful treatment of the protected characteristics groups:		See below
Age	<input type="checkbox"/>	The proposal will have a detrimental effect on our younger workforce
Disability	<input type="checkbox"/>	As above if it impacts upon young disabled people
Gender reassignment	<input type="checkbox"/>	N/A
Sex and Sexual Orientation	<input type="checkbox"/>	N/A
Marriage and Civil Partnership	<input type="checkbox"/>	N/A
Pregnancy and Maternity	<input type="checkbox"/>	N/A
Race	<input type="checkbox"/>	N/A

Religion and Belief	<input type="checkbox"/>	N/A
5. In what way does the proposed new policy advance equality of opportunity for each of the protected characteristics groups:		The proposed policy does not specifically advance equality of opportunity.
Age	<input type="checkbox"/>	As above
Disability	<input type="checkbox"/>	As above
Gender reassignment	<input type="checkbox"/>	N/A
Sex and Sexual Orientation	<input type="checkbox"/>	N/A
Marriage and Civil Partnership	<input type="checkbox"/>	N/A
Pregnancy and Maternity	<input type="checkbox"/>	N/A
Race	<input type="checkbox"/>	N/A
Religion and Belief	<input type="checkbox"/>	N/A
6. In what way does the proposed new policy foster good relations with each of the protected characteristic groups:		The proposal does not specifically foster good relations with each of the protected characteristics
Age	<input type="checkbox"/>	As above
Disability	<input type="checkbox"/>	As above
Gender reassignment	<input type="checkbox"/>	N/A
Sex and Sexual Orientation	<input type="checkbox"/>	N/A
Marriage and Civil Partnership	<input type="checkbox"/>	N/A
Pregnancy and Maternity	<input type="checkbox"/>	N/A
Race	<input type="checkbox"/>	N/A
Religion and Belief	<input type="checkbox"/>	N/A
7. Potential for the proposed new policy to have a negative impact (Low, Medium, High) If this is deemed to be high, the following questions (8 – 12) should		Medium

be completed.	N/A
8. Evidence to be considered in relation to the protected characteristics.	
9. Evidence of higher or lower participation, uptake or exclusion by any group within the protected characteristics.	
10. In the context of the preceding sections, identify any groups whom you consider should be consulted. Please specify and give reasons.	
11. Actions to be taken to address any issues identified and ways in which positive impact can be demonstrated.	
12. Justification for the proposed new policy based on the above information.	
Name of Departmental Officer developing the proposed policy:- John Fitzpatrick (HoS)	
Date of this assessment: August 2015	