

### Equality Analysis Screening

All policies and changes to services and/or provision which impact on service users must be analysed using this document. For example the termination of service or provision, policies, or proposals of new service or provision. The Equality Analysis process aims to minimise any potential for unintentional discrimination and to ensure that no stakeholders are put at a disadvantage. This screening form details what is being analysed for actual or potential differential impact on stakeholders according to the protected characteristics specified in the Equality Act 2010. The aim is not simply to find 'neutral' / no impact. If a positive or negative impact is found then it is important to explain how this difference is to be managed. If it cannot be managed, or mitigated a full Equality Analysis is required

Name of strategy, project, policy or decision being analysed	Status (new, existing, proposed)	Lead Officer	Date originated	Date of EA
CEIAG policy	New	Charlotte King	4 September 2018	4 September 2018
<b>What are the main aims, objectives and purpose of the policy, service change or plan?</b>	To set out the arrangements whereby the CEIAG will provide an outstanding service to help prepare students in the local community for the next transition into Higher Education, Apprenticeship, Further Education or Employment.			
<b>What are the intended outcomes?</b>	A planned programme of careers education for all students in years 7-13 and information, advice and guidance.			
<b>Which other objectives are supported?</b>	Delivering the student entitlement. Development of employability skills Raising aspirations			
<b>What are the potential benefits?</b>	Progression and transition			
<b>Who will be affected? Who will be the main stakeholders/users involved?</b>	Students, parents and carers, CEIAG team, Careers Leaders			

#### Screening against the protected characteristics

Use the table to identify any actual or potential differential impact be that negative, neutral or positive.

Protected Group	Potential Impact (tick each one as appropriate)			Possible Reasons for Impact This can include support needs, transportation, language, access to funding, caring responsibilities. Include any relevant evidence (monitoring data, research, reports) to assess the impact on diverse groups	Action to Mitigate/Manage the Impact Identify changes that will reduce or eliminate any negative impact identified
	Negative/unfavourable	Neutral	Positive/favourable		
Age			X	Age defined for years 7-13	NA
Disability		X		No impact identified	NA
Gender		X		No impact identified	NA
Gender Reassignment		X		No impact identified	NA
Marriage & Civil Partnership		X		No impact identified	NA
Pregnancy & Maternity		X		No impact identified	NA
Race		X		No impact identified	NA
Religion & Belief		X		No impact identified	NA
Sexual Orientation		X		No impact identified	NA
Other identified group		X		No impact identified	NA
<b>Summary of Analysis</b> –Summarise the outcome following this analysis. This could be no changes, some changes, further work needed or cease the development of the policy/plan/project. If there is no evidence that the policy/plan/project promotes equal opportunities or improved relations – could it be adapted so that it does? If so, explain how.					
NA					

**This document has been appropriately screened for any potential of differential impact on groups of stakeholders protected from discrimination by the Equality Act 2010 by:**

<b>Signed by (assessor)</b>	<b>Debbie Duggan</b>	<b>Date</b> <b>4.9.2018</b>
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