

## Equality Impact Assessment – Stage One

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| <b>Name of item being assessed:</b>                      | Delivery of the Skills Funding Agency contract for adult and community learning - update paper |
| <b>Version and release date of item (if applicable):</b> | Item for Individual decision   |
| <b>Owner of item being assessed:</b>                     | Janet Scott  |
| <b>Name of assessor:</b>                                 | Sara Hanson  |
| <b>Date of assessment:</b>                               | Update 27 <sup>th</sup> March 2014   |

### 1. What are the main aims of the item?

This plan summarises the requirements of the Skills Funding Agency (SFA) that provides the external funding for the Community Learning and Skills Service delivered by the Council, identifies the key plans and priorities that this plan can contribute to and sets out the aims, actions and outcomes for Community Learning and Skills in West Berkshire during the academic year 2014/15. The plan also lists the strategic challenges faced by the service.

### 2. Note which groups may be affected by the item, consider how they may be affected and what sources of information have been used to determine this. (Please demonstrate consideration of all strands – age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)

| Group Affected | What might be the effect? | Information to support this.   |
|----------------|---------------------------|--|
| Age            | None                      | The funding supports adults aged over 19 and families. The Council will continue to offer a 30% concession to people aged over 60 years who live in West Berkshire.                                      |
| Disability     | None                      | The Council ensures that all courses take place in accessible venues and that adaptive equipment is available and extra support can be applied for if transport or extra help in the classroom is needed |
| Gender         | None                      | Men are underrepresented, generally, in community learning, however by encouraging providers to target men, a greater proportion attend classes in West Berkshire than nationally. Tutors                |

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|   |      | have had equalities training and are aware of issues facing people of transgender.  |
| People with family responsibilities           | None | Crèche facilities are made available when relevant and courses held at times when working parents can attend where possible.  |
| People living in rural areas                  | None | Providers are requested to hold classes in rural areas whenever a viable group can be achieved. There are Community Learning Team supported neighbourhood learning centres and community rooms throughout the district and the team has upgraded many venues to ensure they are suitable for adult learning. Support for help with transport to classes can be applied for. Numbers of people who live in rural areas attending classes remains fairly constant |
| People with low or fixed incomes              | None | The Council will continue to offer 50% concession to those on active benefits and free courses to support employability to priority groups and unemployed learners and learners without level 2 qualifications.   |
| Race  | None | There is no evidence that learners are disadvantaged because of their race.   |
| Religion or Belief                            | None | There is no evidence that learners are disadvantaged because of their religion. Efforts are made to ensure that classes do not take place on religious holidays.  |
| Sexual Orientation                            | None | There is no evidence that learners are disadvantaged because of their sexual orientation.   |
| <b>Further comments relating to the item:</b> |      |   |
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