

Subcontracting Fees & Charges Policy 2020/21		
Lead: Jason Pepper		Status: Approved
Version: 1		Date of Version: 17 January 2021
Approving Body: Board of Governors		Supersedes: Subcontracting Fees & Charges Policy 2019/20
Approved on: 17 January 2021		Next Review date: August 2021
Equality analysis tool ¹		
1.	Is the policy relevant to the public sector equality duty?	Yes
2.	Have any concerns previously been raised about this policy or practice?	No
3.	Is likely to result in discrimination against a protected group?	No
4.	Does this policy positively contribute to the participation of under-represented groups in the College's activities?	Yes
Version Control		
Version	Date	Change(s)
Access		
Location	Address/Link	
Sharepoint		
Service Centre		
Document Centre		
Communication		
Medium	Audience	
e.g. Team Briefing, Managers' Briefing, Principal's Briefings		

¹ If the answer to any of these questions is yes, please complete the Screening Template provided and include as an Appendix to your policy.

Appendix One: Screening Tool

Public sector equality duty

The Public Sector Equality Duty requires College to have **due regard** for the need to:

- eliminate discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- advance equality of opportunity between people from different groups; this involves considering the need to:
- remove or minimise disadvantages suffered by people due to their protected characteristics;
- meet the needs of people with protected characteristics;
- encourage people with protected characteristics to participate in activities where their participation is low; and to
- foster good relations between people from different groups - this involves tackling prejudice and promoting understanding between people from different groups.

Consequently, we need to assure ourselves that our policies will not have an adverse differential impact on any particular group. This pre-screening section will enable you to identify whether your policy is likely to have an adverse differential impact.

Please use the following template to help determine whether an equality analysis is required

Name of the policy: Subcontracting Fees & Charges Policy 2020/21
Author(s): Jason Pepper

Author(s) of Equality Analysis:
Name: Jason Pepper
Job title: Executive Director: Finance & Resources
Date: 15.01.21.
Signature:

In order to decide whether the policy requires further action, please complete the following questions:

1. What are the main aims, purpose and outcomes of the policy?

To provide a clear framework for the procurement of subcontracted provision.

2. Will these aims affect our duty to:

	Yes / No	How?
advance equality of opportunity?	Yes	By broadening our curriculum offer and potentially facilitating an increasingly diverse range of students to enrol on College courses.
eliminate discrimination?	No	
eliminate harassment?	No	
foster good relations between people from different groups?	Yes	Some subcontracted courses are specifically designed to develop understanding of the needs of disabled/ differently abled people.
tackle prejudice and promote understanding between people from different groups?	Yes	See above.

3. What aspects of the policy, including how it is delivered, or accessed, could contribute to inequality?

n/a

4. Will the policy have an impact (positive or negative) upon the experience of people, including those who share a protected characteristic?

4.1 Please complete the following table:

Protected characteristic	Meet needs of people with this characteristic	Encourage participation (if under-represented)	Remove or minimise disadvantages	Possible negative impact
✓	✓	✓		
Gender	✓	✓		
Disability	✓	✓		
Religion / belief	✓	✓		
Sexual orientation	✓	✓		
Gender reassignment	✓	✓		
Pregnancy /maternity	✓	✓		
Age	✓	✓		
Marriage / civil partnership*	✓	✓		

Evidence:

4.2 In addition, please consider whether this policy may indirectly discriminate against young adult carers (16-24). Although not a legally protected group, this group often suffers disadvantage due to their caring responsibilities and we have a moral duty to protect them.

This policy will not indirectly discriminate against young adult carers. By increasing the breadth and accessibility of our curriculum it may in fact help them.

4.3 What different needs, experiences or attitudes are particular communities or groups likely to have in relation to this policy?

n/a

Next steps

If your answers to these questions have identified potential negative impacts, then you should consider further consultation or action to minimise the differential impact. Please contact the Executive Director Quality and Planning for support.

If no further action is required, please sign the declaration below and include with all published copies of the policy.

Declaration

The policy does not have a significant impact upon equality issues and therefore does not require any further action.

Author(s) of EA.
Name: Jason Pepper
Job title: Executive Director: Finance & Resources
Date: 15.01.21.
Signature: