

Equality Impact Assessment (EQIA) Registration and Legal Grow Our Own EQIA

Details of requester

Name	[REDACTED]
Section/Project	Registration and Legal Grow Our Own

Details of accountable Director

Director name	Billy Harkness
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Document control (to be completed at each iteration)

Date	Author	Notes	Version number
21/02/2023	[REDACTED]	Section 1: Framing	V0.1
09/03/2023	[REDACTED]	Section 2: Impacts Identification and Evidence	V0.2
23/03/2023	[REDACTED]	Section 3: Impact Assessment and Actions	V0.3
14/04/2023	[REDACTED]	Update following EDI Forum feedback	V0.4
18/04/2023	[REDACTED]	Update following Head of IG feedback	V0.5

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Summary

Date	29/03/2023	
IG Casework ref	CW-2023-062	
Summary		
<p>The scope of this EQIA is the roll-out of the latest Grow Our Own (GOO) proof of concept which includes both Registration and Policy & Legal roles. This will be done through a new, fast tracked learning process and will allow a wider scope of potential candidates to participate.</p> <p>Potential negative impacts have been identified in relation to age and disability due to the learning portfolio tool not yet being built. These impacts are mitigated with the proposed actions included in the proposal. These will be revisited once there is a better understanding of the tool.</p> <p>The proposal could have a significant positive impact across several the protected characteristics as it provides a more collaborative, flexible approach in comparison to the traditional approach to Registration and Policy & Legal upskilling. It also has a positive impact as it allows for candidates of all registration experience to apply, where traditionally these roles have required years of experience. Actions proposed will enhance this positive impact.</p>		
Impact summary		
Impact	Recommended Actions	
Potential negative – age	<p>Be considerate of wording throughout the campaign.</p> <p>Ensure there is support for successful candidates throughout the process.</p>	
Potential negative – disability	<p>Ensure all training and learning is accessible/accessibility tested.</p>	
Potential positive – across several protected characteristics	<p>Two-way conversations between successful candidates and managers will ensure any issues are identified quickly and adaptations implemented.</p>	
Review date	August 2023	

Comments

EDI Group	Name: EDI Forum Date: 14/04/2023
<p>The open and flexible approach to learning provided by the Grow Our Own campaign sounds “beautifully inclusive”. The ability to develop a learning portfolio allows for a self-management approach which previous classroom style training did not.</p> <p>It was also acknowledged that the GOO campaign helped in our Investors In People Accreditation.</p>	

Senior staff approval or oversight required

Role	Approval/oversight/none
Keeper	None
Accountable Officer	None
Director - Registration	None
Director – Business Development	None
Director - Corporate	Approval
Other (specify)	

Section 1: Framing

1. Proposal Outline

What is the scope of this Equality Impact Assessment (change phases/stages)?

Brief background information can be included if this is necessary to frame the proposal

The GOO process focuses on the professional development of existing staff in a new way with the intention of providing value at an earlier stage than the traditional training model. This will upskill our people to give us more robustness and flexibility to ensure we have the right people in the right place. The core objective is to embed capabilities at an increased pace, so people can be productive and provide value earlier.

It will be based on 4 principles:

1. Selection process
2. Learning
3. Ownership of demonstrating learning will be with the candidates, using a portfolio of evidence
4. A GOO hub where candidates, learning coaches, the work itself and experts come together.

What are the aims or purpose and anticipated outcomes of the change (such as a new policy, decision, procedure or relevant practice)?

- Better recruitment process
- Future proofing
- A recruitment process that can be re-used in the future

Please indicate who is most likely to be affected by the change?

Internal RoS applicants

Which aspects of the change are particularly relevant to any element of the general equality duty?

Advancing equality of opportunity

Section 2: Impacts Identification and Evidence

Does evidence suggest any potential contribution of the change against the needs of the general equality duty? Consider each aspect in the table below.

Public sector equality duty	Aspects of change which contributes to or influence duty	Explanation/evidence of contribution or influence
Eliminating unlawful discrimination, harassment and victimisation	Recruitment is carried out through existing Performance and Learning (PAL) portal	The portal does not allow for recruitment managers to have sight of any diversity information, which mitigates any risk of discrimination
Advancing equality of opportunity	Providing opportunities to a wider pool of staff to advance in roles that, in previous recruitment processes, may not have been possible.	The GOO process will be open to colleagues of all age and experience levels where in the past these would have been restricted to those with a vast amount of experience.
Promoting good relations	A more open and flexible recruitment and development process should encourage a broader range of applicants, potentially contributing more diverse teams of confident, skilled staff.	<ul style="list-style-type: none"> • GOO process open to all colleagues • Portfolio style training/development allows for greater flexibility

Does evidence suggest any potential for impacts on the following groups? Consider each characteristic in the table below.

Protected Characteristic	Impact (positive or negative)	Explanation/evidence of impact	Proposed actions/modifications
Age (e.g. older people, children and young people)	Potential negative	Although the opportunities are available to colleagues irrespective of age and length of service there may be a pre-conception that the fast-tracked,	Be considerate of wording throughout the campaign.

		apprenticeship style approach is aimed towards a younger workforce.	Ensure there is support for successful candidates throughout the process.
Age	Positive	The pilot will be open to colleagues of all ages. Previously roles of this nature would usually have been filled by older colleagues with years of experience.	None
Disability	Potential negative	The application that will be used to build their portfolios is still to be built, believe it will be built in the PAL application. There is a risk that this is not accessible to all.	Ensure all training and learning is accessible/accessibility tested.
Disability	Positive	New learning techniques allow for more flexibility, unlike traditional classroom style training.	Two-way conversations between successful candidates and managers will ensure any issues are identified quickly and adaptations can be considered/implemented.
Gender reassignment (Where a person is living as the opposite gender to their birth)	No differential impact identified	The GOO process is open to colleagues irrespective of gender.	NA
Pregnancy and maternity	Positive	New learning techniques allow for more flexibility, unlike traditional classroom style training.	Two-way conversations between successful candidates and managers will ensure any issues are identified quickly and adaptations can be considered/implemented.
Race, ethnicity, colour, nationality or national origins (including gypsies or travellers, refugees or asylum seekers)	No differential impact identified	The GOO process is open to colleagues irrespective of race, ethnicity, colour, nationality or national origins.	NA

Religion or belief (including non-belief)	Positive	New learning techniques allow for much more flexibility, unlike traditional classroom style training.	Two-way conversations between successful candidates and managers will ensure any issues are identified quickly and adaptations can be considered/implemented.
Sex/gender	No differential impact identified	The GOO process is open to colleagues irrespective of gender.	NA
Marriage and civil partnership	No differential impact identified	The GOO process is open to colleagues irrespective of their relationship status.	NA
Sexual orientation	No differential impact identified	The GOO process is open to colleagues irrespective of their sexual orientation.	NA

2.2 Evidence gaps

Are there any gaps in the evidence you currently hold?

Is any action planned to fill these gaps?

Once the training modules are built, we can revisit and ensure they are accessible.

Section 3: Impact Assessment and Actions

Relevant protected characteristic	Impact	Mitigating actions included and required	Owner
1. Age	Potential negative – there may be a pre-conception that the fast-tracked style of the process appeals towards the younger workforce.	<p>Included: two-way, open conversations between successful candidates and managers will ensure any concerns relating to the fast-track approach can be worked through and any required support provided.</p> <p>Required: The areas are to be considerate of wording throughout the campaign, ensuring it is inclusive to all age groups.</p>	FR & Policy & Legal
2. Age	Positive - previously roles of this nature would usually have been filled by older colleagues with years of experience.	<p>Included: new and improved learning technique allows for a wider range of colleagues to be considered for the roles.</p> <p>Required: no further action required.</p>	FR & Policy & Legal
3. Disability	Potential negative – tool used to carry out training and portfolio building may not be accessible to all	<p>Included: NA</p> <p>Required: once the tool is selected, they will need to ensure accessibility testing is carried out.</p>	FR & Policy & Legal
4. Disability, Pregnancy and maternity & Religion or belief	Positive - new learning techniques allow for much more flexibility, unlike traditional classroom style training	<p>Included: Two-way conversations between successful candidates and managers will ensure any issues are identified quickly and adaptations implemented.</p>	FR & Policy & Legal

Review date	August 2023
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