

Equality Analysis (EA)

Widening Participation

Accessibility of venues off campus

A. Policy/practice details

1. The title of the policy being analysed.

Access to venues off-campus for outreach

2. Please explain the main purpose of the policy being analysed.

The assessment considers whether the nature of access to venues external to the University and not on campus could cause an adverse impact on protected groups.

The Learning Partnership Office oversees delivery of the University's Foundation degree and Honours year provision for work-based learning at partner organisations' premises within the region. The University has no responsibility for access to the premises but partners must assure the University that they are capable of delivering the programmes at their own premises as bound by the Institutional Agreement between the partner and University.

The Widening Participation Office organises several events through-out the year which take place at venues within the region. These venues are not linked directly to the University and therefore the University has no responsibility for the nature of access to such premises. Information is obtained before the events are booked to determine whether the premises are suitable.

3. Who will be affected?

LPO University staff; Partner college staff; FD / Hons, students

WPO:- University staff; student staff (ambassadors);

School teachers; school students

4. Aspects of the policy that particularly impact on equality and diversity.

Potentially access to venues off campus may have an impact on disabled people who may find it difficult to gain access or move around within the premises. This potential adverse impact would depend on the judgement of the organisation involved and may be unavoidable if the premises cannot be adapted or that resources are not available to modify the premises.

Of the other protected groups it is reasonable to say that age would not encounter an adverse impact because the age groups concerned with the WPO events and Learning Partnerships provision are neither very young nor reaching older age where limitations may occur. [Attendees 16- 19 years; ambassadors 18-22 years; staff > 25years].

It is possible that the Learning Partnerships group of students may include pregnant students but this would consist of low numbers.

It is clear that the other protected groups (gender; race/ethnicity; sexual orientation; transgender and marriage/civil partnerships) would not be affected by access to venues off campus because the categories are largely behavioural which do not affect access. The absence of a faith room may cause believers not to attend the event.

B. Analysis

5. Please indicate evidence used and the process by which you have arrived at your conclusions.

1) The evidence for Learning Partnerships was drawn from quality codes of practice for programmes and discussion with LP staff.

Partner organisations that deliver the Learning Partnerships programme of foundation degrees and honours years are required to have an Institutional Agreement with the University. This contract ensures that the partner agrees to deliver the programme according to the University's quality code of practice. In addition it ensures that the partner has an equality and diversity policy and suitable premises that are in accordance with the University's own policies for provision of University awards. The Institutional Agreements are reviewed every five years but can be ended if the University is not satisfied with the arrangements. Learning Partnerships representatives visit the partner organisations regularly and are vigilant that standards are maintained.

2) The evidence for WP was drawn from discussions with the Outreach Officers who deliver the outreach events.

The Widening Participation staff who organise outreach events in the locality plan their events carefully and obtain information to decide whether a venue is

suitable. It is noted that all venues differ so it is necessary to check in advance. The venue will be visited prior to booking to assess suitability. They check whether a lift exists or whether ramps are in place or can be deployed. Where parking is available there will be accessible parking spaces. If the venue is not suitable it will not be booked.

The University Outreach Officers and Student Ambassador staff are all criminal record bureau checked prior to working with school age children to show that there are not hidden threats to the attendees. The Student Ambassadors may have disabilities themselves and thus demonstrate that discrimination is not present.

The venue personnel are responsible for the needs of the group for example to indicate fire exits. Information about the nature of the group and difficulties that need to be taken into account are explained in the information about the group that is obtained by the Outreach Officer in advance of the event. This allows any special arrangements to be put in place.

It is common for venues such as schools to have a dedicated multi-faith room that can be used by a range of faith devotees and therefore particular beliefs are not discriminated against. This is particularly relevant for LP programme provision at partner organisations which provide the International Foundation Year programme for overseas students.

6. Risk of adverse impact on protected groups.

	High impact	Medium impact	Low impact
Age			x
Disability		x	
Gender			x
Pregnancy/Maternity			x
Race/ethnicity			x
Religion/belief		x	
Sexual Orientation			x
Transgender			x
Marriage/civil partnership			x

C. Mitigating potential adverse impact

7. Conclusions and recommendations for amendments to the policy/practice. *Please give an outline of the key actions based on any gaps, challenges, priorities and opportunities you have identified.*

The WP Office is newly established and it is possible that other outreach or community events may be devised in future. These would need to be considered for adverse impact on protected groups.

8. Timescale for implementation of changes or introduction of new policy.

Within one year depending whether new activities are devised.

D. Publication

9. Final reporter: M Birdsall

10. Date: 9 May 2012

11. Review date: 10 May 2013