

Equality Impact Assessment

Equality Impact Assessment Question	Response
<p>1. Name of policy/funding activity/event being assessed</p>	<p>SISQR Project</p>
<p>2. Summary of aims and objectives of the policy/funding activity/event</p>	<p>The current set of licence-linked qualifications expire at the end of March 2021. They must be replaced by new qualifications. Developing new qualifications will ensure that the compulsory training requirement will continue to meet the objectives of managing risk to the public as they will consider any new risks that have emerged since the last review.</p>
<p>3. What involvement and consultation has been done in relation to this policy? <i>(e.g. with relevant groups and stakeholders)</i></p>	<p>Two consultations with licence holders and business.</p> <p>Continual involvement of awarding organisations and subject matter experts in the development of the qualifications.</p> <p>Involvement of other agencies e.g. OfQual.</p>
<p>4. Who is affected by the policy/funding activity/event?</p>	<p>Everyone wanting to obtain or renew qualification in order to apply for a licence to work in the private security industry. There are currently circa 350,000 individual licence holders.</p> <p>This will also affect businesses who employ security operatives and may fund / part fund their training. They may assist or manage their licence applications / renewals.</p>
<p>5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</p>	<p>Regular meetings with awarding organisations as per BAU.</p> <p>Feedback from and questions at stakeholder events e.g. annual conference.</p>

	Being informed by individuals through usual communications channels e.g. social media, customer support team.
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Disability	Yes	<p>Someone with a physical disability may not be physically able to complete Emergency First Aid at Work (EFAW) course which is a pre-requisite to getting a licence. With EFAW, we recommend that training centres make reasonable adjustments. If a learner is physically unable to do the practical demonstrations, they can demonstrate their knowledge and the learner can instruct someone else to perform. This would be recognised as a knowledge only qualification. They may not be able to complete the Physical Intervention (PI) element of the Door Supervisor course.</p> <p>Someone with a learning disability may be</p>	<p>EFAW only - Training providers made aware of their reasonable adjustments responsibilities. necessary elements of the course and according to our consultation results, wanted by the industry to help raise standards.</p> <p>Learning disabilities – Training providers made aware of their reasonable adjustments responsibilities. They will be quality assured by awarding organisations.</p>

		disadvantaged because their level of English language (written and oral) may not be to the required standard for communicating or report writing.	
Gender reassignment	None	How you identify does not affect your ability to take a qualification. Consideration should be given by training providers about the facilities they provide. There may be situations where somebody doesn't want to be searched by somebody who identifies as X.	Training providers to be advised that a learner could do the searching technique without touching another person whilst commentating on what they are doing e.g. I am looking for a weapon. Alternatively, they could do the search on a mannequin.
Marriage or civil partnership	None	Marital status does not affect someone's ability to take the new qualifications.	Not applicable
Pregnancy and maternity	Maybe	Someone who is pregnant may be advised by a medical expert not to participate in the physical intervention aspects of the Door Supervisor course. A learner may require time and	Training provider must provide a suitable space to breastfeed or express milk. Trainer must give suitable amount of time to do so and additional time to cover topics missed.

		space to breastfeed or express milk	
Race	None	Race does not affect someone's ability to take the new qualifications.	Not applicable
Religion or belief	None	Religious belief does not affect someone's ability to take the new qualifications. Learners may need space and flexibility in time to pray.	Training provider to provide time and space to pray. Additional time allocated to cover topics missed.
Sexual orientation	None	Sexual orientation does not affect someone's ability to take the new qualifications.	Not applicable
Sex (gender)	None	Gender does not affect someone's ability to take the new qualifications.	Not applicable
Age	None	Learners must be at least 18 years old for Close Protection, Cash Valuable in Transit and Door Supervisor courses. 16 years for CCTV, Security Operative and Vehicle Immobilisation. 16 and 17 year olds are exempt	Training providers advised that they can provide written transcripts of an assessment as an alternative to filming.

		from being filmed for assessment. Parental consent is required.	
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Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	<p>It is possible that someone with physical or learning disabilities are discriminated against. It may not be advisable for pregnant women to participate in some training.</p> <p>This is balanced against our need to assess the risk of having inappropriate training content in our duty to protect the public.</p>	
Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed .		No barriers identified.
2. You can decide to stop the policy or practice at some point because the data shows bias towards one or more groups		Project can be paused, however this is not considered to be a potential issue.

<p>3. You can adapt or change the policy in a way which you think will eliminate the bias</p>		<p>Project can be adapted or changed to eliminate bias. However, this is not considered to be a potential issue.</p>
<p>4. Barriers and impact identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.</p>	<p>×</p>	<p>The areas of discrimination identified above are balanced against our need to assess the risk of having inappropriate training content in our duty to protect the public.</p>

<p>Will this EIA be published* Yes/Not required (*EIA's should be published alongside relevant funding activities e.g. calls and events:</p>	<p>Yes</p>
<p>Date completed:</p>	<p>31 January 2021</p>
<p>Review date (if applicable):</p>	<p>30 June 2021</p>

Change log

Name	Date	Version	Change
John Hilditch	20/01/2021	0.1	Initial draft
John Hilditch	21/01/2021	1	Amends to answer "Will EIA be published question".