

Screening Assessment Template

You should refer to the general and specific equality duties contained in the legislative framework (Annexe A) when completing the screening assessment.

Proposed Policy, Practice or Function: **Traineeships Programme**

Equality Strand	Summary of evidence Identified and gathered	Weighting [Credibility of evidence] Tick appropriate box			Relevance of evidence [Equality issues raised by evidence]	Policy or practice relevance to equality strand Tick appropriate box			
		Unsatisfactory	Satisfactory	Strong		No relevance	Low	Medium	High
Disability (Mandatory)	<ul style="list-style-type: none"> • LLWR statistics on participation – updated annually • Learner voice: provider-led pilot survey (March 2010) • Provider self-assessment reports • Links to Access to Work programme via DWP • Estyn Inspection Reports 		✓		Providers of the Traineeship Programme are contractually required to have equality and diversity policies in place, and to ensure equal access to learning delivers equality of opportunity, irrespective of disability, gender, race, age, religion/belief or non belief or sexual orientation, and that it takes action to tackle discriminatory behaviour by learners, staff or managers. Providers must undertake a formal review of their equal opportunities strategy at least every two years. The Welsh Government will use LLWR data and other evidence, including self-assessment reports, to monitor participation rates and to evaluate actions taken by providers to secure equality of opportunity. Data on learners' learning difficulties and		✓		

					<p>disabilities is collected via the LLWR. It is based on self-reporting by learners and is not, therefore, validated against any other learner records.</p> <p>Linking with Access to Work will reduce barriers to working for relevant individuals, therefore having a positive impact.</p>				
Race (Mandatory)	<ul style="list-style-type: none"> • LLWR statistics on participation – updated annually • Local Labour Force Survey/Annual Population Survey • 2001 Census Data • Learner voice: provider-led pilot survey (March 2010) • Provider self-assessment reports • Estyn inspection reports 		✓		<p>Providers of the Traineeship Programme are contractually required to have equality and diversity policies in place, and to ensure equal access to learning delivers equality of opportunity, irrespective of disability, gender, race, age, religion/belief or non belief or sexual orientation, and that it takes action to tackle discriminatory behaviour by learners, staff or managers.</p> <p>Providers must undertake a formal review of their equal opportunities strategy at least every two years. The Welsh Government will use LLWR data and other evidence, including self-assessment reports, to monitor participation rates and to evaluate actions taken by providers to secure equality of opportunity.</p>		✓		
Gender and Reassignment	<ul style="list-style-type: none"> • LLWR statistics on participation – updated annually (for Gender only) • A Statistical Focus on Men and Women in Wales 2007 • 2001 Census Data • Provider self-assessment reports • Estyn inspection reports 		✓		<p>Providers of the Traineeship Programme are contractually required to have equality and diversity policies in place, and to ensure equal access to learning delivers equality of opportunity, irrespective of disability, gender, race, age, religion/belief or non belief or sexual orientation, and that it takes action to tackle discriminatory behaviour by learners, staff or managers.</p> <p>Providers must undertake a formal review of their equal opportunities strategy at least every two years. The Welsh Government will use LLWR data and other evidence, including self-assessment reports, to monitor participation rates and to evaluate actions</p>		✓		

					<p>taken by providers to secure equality of opportunity.</p> <p>The LLWR does not collect data on transgender learners and this area is not explicitly covered in providers' equality and diversity policies (gender is covered).</p>				
Age	<ul style="list-style-type: none"> • LLWR statistics on participation – updated annually • Wales's Population: A Demographic Overview 2008 • 2001 Census Data • Provider self-assessment reports • Estyn inspection reports • Learner voice: provider-led pilot survey (March 2010) 		✓		<p>Providers of the Traineeship Programme are contractually required to have equality and diversity policies in place, and to ensure equal access to learning delivers equality of opportunity, irrespective of disability, gender, race, age, religion/belief or non belief or sexual orientation, and that it takes action to tackle discriminatory behaviour by learners, staff or managers.</p> <p>Providers must undertake a formal review of their equal opportunities strategy at least every two years. The Welsh Government will use LLWR data and other evidence, including self-assessment reports, to monitor participation rates and to evaluate actions taken by providers to secure equality of opportunity.</p> <p>The age eligibility criteria for the Traineeship Programme are 16-17 (with some 18 year olds on programme). The Traineeship Programme is one of two Welsh Government employability programmes which assist the unemployed to access employment or further learning. The other programme is Steps-to-Employment, which caters for those that have left full time education and are aged between 18 plus (there is no upper age limit on the Steps Programme).</p>		✓		
Religion and Belief and Non-Belief	<ul style="list-style-type: none"> • Provider self-assessment reports • LLWR data does not include 		✓		<p>Providers of the Traineeship Programme are contractually required to have equality and diversity policies in place, and to ensure equal access to learning delivers equality of</p>		✓		

	information on learners' religion.				<p>opportunity, irrespective of disability, gender, race, age, religion/belief or non belief or sexual orientation, and that it takes action to tackle discriminatory behaviour by learners, staff or managers.</p> <p>Providers must undertake a formal review of their equal opportunities strategy at least every two years. The Welsh Government will use LLWR data and other evidence, including self-assessment reports, to monitor participation rates and to evaluate actions taken by providers to secure equality of opportunity.</p>				
Sexual Orientation	<ul style="list-style-type: none"> Provider self-assessment reports LLWR data does not include information on learners' sexual orientation. 		✓		<p>Providers of the Traineeship Programme are contractually required to have equality and diversity policies in place, and to ensure equal access to learning delivers equality of opportunity, irrespective of disability, gender, race, age, religion/belief or non belief or sexual orientation, and that it takes action to tackle discriminatory behaviour by learners, staff or managers.</p> <p>Providers must undertake a formal review of their equal opportunities strategy at least every two years. The Welsh Government will use LLWR data and other evidence, including self-assessment reports, to monitor participation rates and to evaluate actions taken by providers to secure equality of opportunity.</p>		✓		
Human Rights (see Annexe A for more information)	<ul style="list-style-type: none"> N/A 		✓		Protocol 1, Article 2: The right to education	✓			
Pregnancy & Maternity	<ul style="list-style-type: none"> Provider self-assessment reports Wales's Population: A Demographic Overview 2008 		✓		Providers of the Traineeship Programme are contractually required to have equality and diversity policies in place, and to ensure equal access to learning delivers equality of opportunity, irrespective of disability, gender,		✓		

					<p>race, age, religion/belief or non belief or sexual orientation, and that it takes action to tackle discriminatory behaviour by learners, staff or managers.</p> <p>Providers must undertake a formal review of their equal opportunities strategy at least every two years. The Welsh Government will use LLWR data and other evidence, including self-assessment reports, to monitor participation rates and to evaluate actions taken by providers to secure equality of opportunity.</p> <p>The Traineeship Programme provides for authorised absence in terms of pregnancy and maternity related issues, therefore ensuring no negative impact of equality is placed on this protected group.</p>				
Civil Partnerships	<ul style="list-style-type: none"> • Provider self-assessment reports • Wales's Population: A Demographic Overview 2008 		✓		<p>Providers of the Traineeship Programme are contractually required to have equality and diversity policies in place, and to ensure equal access to learning delivers equality of opportunity, irrespective of disability, gender, race, age, religion/belief or non belief or sexual orientation, and that it takes action to tackle discriminatory behaviour by learners, staff or managers.</p> <p>Providers must undertake a formal review of their equal opportunities strategy at least every two years. The Welsh Government will use LLWR data and other evidence, including self-assessment reports, to monitor participation rates and to evaluate actions taken by providers to secure equality of opportunity.</p>		✓		