

EQUALITY IMPACT ASSESSMENT

This form should be completed for any new or significantly changed policy, strategy, service or other significant document.

Undertaking this assessment will help to identify whether there is an adverse impact on any group.

Section 1: Key Details	
Name of policy, strategy service or other significant document being assessed:	Student/Apprentice Sexual Misconduct Policy
New, proposed, significantly changed?	New
Department and area:	Student Services & Marketing
Name(s) and job title(s) of those completing this assessment:	Zoé Butler, Director of Student Services and Marketing
Date assessment completed:	06 June 2025

Section 2: Outline the main aims and objectives of the policy, practice, procedure, function, plan or service being assessed? Include details of significant changes.	The Office for Students are introducing a new Condition of Registration in relation to sexual misconduct and harassment. Any organisation delivering Higher Education is required to comply with the new condition by 1 August 2025. One of the requirements is to publish 'comprehensive information to explain how the institution is preventing sexual misconduct and harassment, how incidents can be reported and what students should expect. This policy is a part of meeting that requirement, and specifically covers sexual misconduct and the college's policy and procedures in relation to this. It is intended to sit alongside the Safeguarding and Prevent Policy and Student/Apprentice Behaviour and Conduct policy. Student facing information will be developed for the website to meet the relevant requirements of the Condition of Registration.
Section 3: Outline the intended outcomes and benefits.	The Policy is intended to clearly state the College's zero-tolerance approach to sexual misconduct and ensure that all instances are dealt with in a consistent and transparent way.

Screening

Protected Group	Potential Impact (tick each one as appropriate)			Possible Reasons for Impact	Action to Mitigate Impact
	Negative/ unfavourable	Neutral	Positive/ favourable		
Age		X			
Disability		X			

Sex			x	The vast majority of sexual misconduct reports within the college relate to male on female and having a clear policy and statement about the college's stance and it's procedures should ensure that all students feel reassured and able to speak out, and this will have a particular positive impact on female students.	
Gender Reassignment			x	Sexual misconduct is underreported amongst the LGBTQ+ community and the policy will be accompanied by training for staff and students, which will include the impact of misconduct on different communities and protected characteristics which should create a safe environment for reporting	
Marriage & Civil Partnership		x			
Pregnancy & Maternity		x			
Race		x			
Religion & Belief		x			
Sexual Orientation			x	See Gender Reassignment	

Section 4: Consultation and Engagement Outline any consultation or engagement with stakeholders		
Section 5: Likely impact Based on the answers to the questions above, what is the likely impact Note: if the impact is Negative or unknown a full Equality Impact Assessment should be completed.	Likely impact	Insert X
	No impact	
	Positive impact	x
	Neutral impact	
	Negative impact	
	Unknown impact	

Section 6: Sign off	
Date agreed by Senior Leadership Team	