



## EQUALITY IMPACT ASSESSMENT

### STAGE 1: INITIAL SCREENING QUESTIONNAIRE

<b>EQUALITY IMPACT ASSESSMENT STAGE 1: INITIAL SCREENING QUESTIONNAIRE</b>	
<b>Part 1 – Registration and Standards Rules Review – Public Consultation</b>	
<b>New or existing policy / practice?</b>	<b>Public Consultation on proposed new Registration Rules – Note: this EIA relates to the consultation process and not to the rules themselves, which are to be impact assessed separately.</b>
<b>Name of policy / project</b>	<b>Public Consultation: Registration and Standards Rules review</b>

<b>Part 2 – initial assessment</b>	
<b>Please provide a description of the new or existing policy / project relevant to this EIA, including its aim, purpose and key activities</b>	<p>Registration and Standards Rules 2015 review is being undertaken. The 2011 Order, article 15(4) requires:</p> <p>(4) Before making or varying the GTCS rules, the GTCS must—</p> <p>(a)consult—</p> <p>(i)teachers or their representatives;</p> <p>(ii)employers of teachers or their representatives; and</p> <p>(iii)such other persons appearing to it to have an interest; and</p> <p>(b)have regard to any views expressed by those consulted.</p> <p>The public consultation will provide stakeholders with the background to the changes proposed and provide them with an opportunity to review and provide feedback on the amended rules, in order for GTC Scotland to take such feedback into account.</p> <p>This EIA relates to the public consultation accompanying the revised registration rules, being issued for a 12-week consultation.</p>
<b>Who is affected by the new or existing policy / project relevant to this EIA? (for example, staff, potential staff, registrants, council members, public etc)</b>	Internal GTC Scotland colleagues, registrants, prospective registrants, applicants, potential applicants, professional associations, Scottish government, parents, learners, higher education institutes, school and college leaders, and all others who may have an interest in the rules.

<b>Have those who may be affected by the new policy / project been involved in its development?</b>	<b>Yes</b>	<b>No</b>	<p>GTC Scotland has met with key partners, carried out internal discussions and review and sought discussion and approval from governing committees and council.</p> <p>Public consultation to be issued in order to seek feedback and views on revised rules from participants in the consultation, including specific question relating to the equality impact of the proposed rules.</p> <p>The consultation document itself is based upon previous consultations and standards commonly used.</p>
	x	<input type="checkbox"/>	
<b>What engagement method(s) did you use?</b>	As above		

<b>Part 3 – Data you hold</b>			
In relation to this new policy / project, do you currently hold statistics or data in relation to the following protected characteristics?			
<b>Protected Characteristics</b>	<b>Yes</b>	<b>No</b>	<b>If yes – state statistics we hold If no – do you need to do additional research to gather statistics?</b>
Age	<input type="checkbox"/>	X	<p>The rules review, and therefore the accompanying consultation, will affect any person who may be interested in the GTC Scotland Registration Rules. They may be a Registrant, known key partner or any other interested party such as a parent, pupil, other education professional or body, amongst others.</p> <p>We are therefore unable to determine who will wish to engage with this consultation ahead of publication. We are therefore unable to provide or hold data in relation to who may engage in the consultation, though we are aware that there will be a wide range of participants in the consultation and must ensure we take all relevant factors into consideration.</p>
Disability	<input type="checkbox"/>	X	As above
Sex	<input type="checkbox"/>	X	As above
Gender Identity/ Gender re-assignment	<input type="checkbox"/>	X	As above
Marriage & Civil Partnership	<input type="checkbox"/>	X	As above
Pregnancy & Maternity	<input type="checkbox"/>	X	As above

Race / ethnicity*	<input type="checkbox"/>	X	As above
Religion or belief, including lack of belief	<input type="checkbox"/>	X	As above
Sexual Orientation	<input type="checkbox"/>	X	As above
Carer Status	<input type="checkbox"/>	X	As above
<b>What other evidence have you considered?</b>			
<p><b>What other evidence have you considered?</b> For example, consultation or discussion with colleagues or other relevant stakeholders, review of evidence or national/local statistics etc.</p>	<p>Consultation to be issued in order to seek feedback and views on current drafting of revised rules.</p> <p>As noted above, the consultation will take the standard form of a public consultation, in written form with accessible functionality.</p>		

<b>Part 4 – Accessibility</b>	
<p><b>What method of communication of the policy or practice shall be involved?</b> For example, is it online written correspondence, email, printed information (e.g. leaflets / posters)</p>	<p>Consultation will be issued Microsoft Forms – an online platform. The forms will have ‘read aloud’ functionality to allow greater accessibility to those who may require it.</p> <p>Participants will be advised that alternative formats are available and to contact GTC Scotland should that be required, in order for GTC Scotland to assist that individual’s need.</p>
<p><b>If you will be providing written correspondence, is there the ability to provide the information in other formats and is that notified to the user?</b></p>	<p>As set out above.</p> <p>In addition, the consultation invites individuals to indicate if they would wish to have a discussion with GTC Scotland. It is envisaged that this will also assist those who may not feel as able to provide their detailed views by writing, or who prefer to engage in verbal discussion to have their views included in the analysis.</p>
<p><b>If there will be physical attendance, is the venue accessible or can the venue be made accessible? Please provide details</b></p>	<p>N/A</p>

<p><b>If the use of electronic communications is proposed, is there an alternative means of access for those without access to electronic devices? Please provide details</b></p>	<p>Participants will be advised that alternative formats are available and to contact GTC Scotland should that be required, in order for GTC Scotland to assist that individual's need.</p>
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**Part 5 – protected characteristics**

**On the basis of the evidence that you have, or any other information that you have gathered or are aware of, as detailed above - does or could the policy / project have a positive or negative effect on members of any diverse groups?**

The following table will assist you to indicate:

- Where the policy / project does or could have a negative impact on a particular group, i.e. it could cause some disadvantage or potentially be discriminatory.
- Where the policy / project does or could have a positive impact on any diverse group, i.e. promoting good relations between different groups.
- Where the policy / project is not relevant to any potential impact in respect of equality.

The Equality Duties are concerned with eliminating discrimination, promoting equality and promoting good relations. This needs to be taken into consideration when completing the table.

Group	Neutral Impact	Positive Impact	Negative Impact	Reasons/Comments for any impact identified	Is there any mitigation or remediation that can be put in place to resolve any potential impact? Please provide details
Age	X	<input type="checkbox"/>	<input type="checkbox"/>	<p>The consultation does not create any advantage or disadvantage based on age.</p> <p>Alternative formats can be made available and solutions found for individuals who may not have access to electronic devices, ensuring accessibility.</p>	Mitigation and remediation as noted.
Disability	x	<input type="checkbox"/>	<input type="checkbox"/>	<p>The consultation does not create any advantage or disadvantage based on disability.</p>	Mitigation and remediation as noted.

				Alternative formats can be made available and solutions found for individuals who may not easily engage with the online form.	
Sex	X	<input type="checkbox"/>	<input type="checkbox"/>	The consultation does not create any advantage or disadvantage based on sex.	
Gender Identity/ Gender re-assignment	X	<input type="checkbox"/>	<input type="checkbox"/>	The consultation does not create any advantage or disadvantage based on gender identity/re-assignment	
Marriage & Civil Partnership	X	<input type="checkbox"/>	<input type="checkbox"/>	The consultation does not create any advantage or disadvantage based on marriage/civil partnership	
Pregnancy & Maternity	X	<input type="checkbox"/>	<input type="checkbox"/>	The consultation does not create any advantage or disadvantage based on pregnancy/maternity	
Race / ethnicity*	X	<input type="checkbox"/>	<input type="checkbox"/>	The consultation does not create any advantage or disadvantage based on race/ethnicity.  Alternative formats can be made available and solutions found for individuals who may not easily engage with the consultation in its current format, including language.	Mitigation and remediation as noted.
Religion or belief, including lack of belief	X	<input type="checkbox"/>	<input type="checkbox"/>	The consultation does not create any advantage or disadvantage based on religion or belief	
Sexual Orientation	X	<input type="checkbox"/>	<input type="checkbox"/>	The consultation does not create any advantage or disadvantage based on sexual orientation	
Carer	x	<input type="checkbox"/>	<input type="checkbox"/>	The consultation does not create any advantage or	

				disadvantage based on carer status	
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\* Ethnic group details can be found in relation to the 2019 Scottish census [here](#)

<p><b>In relation to each group above, are there any areas where you are unsure about the impact and more information is needed to clarify?</b></p>	<b>Yes</b>	<b>No</b>	<p>Efforts have been made to address those additional requirements that GTC Scotland consider may arise. However, as GTC Scotland cannot assess the different needs and requirements of all who may participate in the consultation, as participants remain unknown at this time, GTC Scotland may be unaware of needs of a particular participant.</p> <p>As a result, participants will be advised that alternative formats are available and to contact GTC Scotland should that be required, in order for GTC Scotland to assist that individual's need.</p>
	x	<input type="checkbox"/>	
<p><b>How are you going to gather this information to provide clarification?</b></p>	<p>As above. GTC Scotland is asking any participant who requires any further assistance or alternative format to contact GTC Scotland in order to assist them in completing the consultation.</p> <p>In addition, the consultation invites individuals to indicate if they would wish to have a discussion with GTC Scotland. It is envisaged that this will also assist those who may not feel as able to provide their detailed views by writing, or who prefer to engage in verbal discussion to have their views included in the analysis.</p>		

<b>Part 6 – Assessment</b>	
<p><b>Following completion of the above Initial Assessment, is further scrutiny of the Equality and Diversity impact required?</b> Have you identified any issues that you consider could have an adverse (negative) impact on the following protected characteristics?</p>	
<p><b>Yes</b> <span style="margin-left: 150px;"><b>No</b></span></p>	
<p><input type="checkbox"/></p>	<p>X</p>

**IF NO IMPACT IDENTIFIED – NO FURTHER DOCUMENTATION IS REQUIRED**

**IF YES IMPACT IDENTIFIED – FULL EQUALITY IMPACT ASSESSMENT REQUIRED**

**Part 5 – Sign off and Approval**

**Completion Date:** 16 September 2021

**Proposed Action**  
For instance, complete full impact assessment, put in place mitigating actions, none etc

**Approval Date:** 5 October 2021