

Policy: FEE POLICY 2025/26

Procedure Ref: AP/11FM/SP102

Approved By: Karen Wilson

Responsible Person: Carl Steele

Date of last review: 10 February 2025

Date of next review: 09 February 2026

1. PURPOSE

The purpose of this policy is to ensure that:

- fees on both employers and students are levied appropriately and consistently
- the college complies with Education Skills Funding Agency (ESFA) guidance on charging fees.

2. SCOPE

This policy applies to all stakeholders liable to pay fees and to those students who are eligible for fee remission.

3. RESPONSIBILITY

The Principal is responsible for ensuring that this policy is implemented. The Deputy Principal is responsible for ensuring that this policy is up to date and complies with relevant legislation and college policy. The Finance Manager is responsible for ensuring that fees are levied and collected according to the policy.

POLICY STATEMENT

Lakes College sets full and part-time vocational course fees taking into account the guidance given by the Education Skills Funding Agency (ESFA) the Office for Students (OfS) and partner universities.

Any public information about courses (where appropriate) will indicate the likely total cost.

As far as possible within available resources, both young people and adults will not be denied access for financial reasons. The college will:

- Make available information on all sources of finance to all students and thus the rules relating to fees.
- Continue to investigate sources of finance for enrolment, registration fees, examination entry, books and travel expenses for students in low-income groups.
- Continue to support students by negotiating flexible payment plans.
- Ensure that application forms for financial assistance from the college are dealt with equitably with clear criteria for awarding grants.

DEFINITIONS

Full Time FE Students

A student is classified as full time where they are enrolled on a programme of at least 580 guided learning hours in any 12-month period.

Part Time FE Students

A student enrolled on a programme of under 580 guided learning hours in a 12 month period.

Fee Remission

Government legislation states that the college must not charge the tuition fee to certain students who can be classed as home students . The college is able to recover this full amount from the ESFA. As a general rule the full course funding is made up of 50% tuition fee and 50% course funding from the ESFA.

Fee Waiver

It is the college policy not to charge certain students tuition fee. It also means that the college cannot claim this fee back from the ESFA or any other funding source.

A fee waiver must only be awarded when all other fee remitted routes have been explored.

Eligibility

Individuals will be eligible for ESFA Adult Skills Funding if they meet the criteria in the '[Who we fund](#)' section, the learning is taking place in England, and they fulfil the residency requirements set out.

FE VOCATIONAL PROGRAMMES (Funded by the ESFA)

Fee Levels

Co-funded course fees for 19+ will be set at the 50% ESFA value of the learning aim for full time and part time courses plus registration fees.

Advanced Learner Loan funded programme fees will be set at the ESFA funded value.

Free Tuition

The following categories of students undertaking classroom-based FE provision are not expected to pay tuition fees:

- Aged 16, 17 and 18 on 31 August in the calendar year when the student commences a programme of study.

Aged 19 plus see table of ESFA entitlements is included at Appendix 1.

REMISSION

PRINCIPAL'S DISCRETION POLICY

The Principal may exercise, in exceptional circumstances, a discretionary power to award fee waiver. The use of this discretionary power must be recorded and authorised by a member of the Executive.

Staff must not under any circumstance offer or grant fee waiver except as outlined in this policy.

FEE WAIVING FOR ADULTS ON FULL TIME FURTHER EDUCATION

Fee waiver is available for tuition fees only and does not cover other programme fees such as residentials, material cost, equipment etc. Students with particular financial difficulties can apply to student finance (Discretionary Learner Support Fund) and awards/payments are granted in accordance with the set criteria. Electronic application forms are available from Student Finance.

FEE WAIVING FOR ADULTS UNDER THREAT OF REDUNDANCY

Fee waiver is available for adults under threat of redundancy for tuition fees. Proof of threat of redundancy will be required on enrolment. Other programme fees will be payable. Students with particular financial difficulties can apply to Student Finance (Discretionary Learner Support Funds) and awards/payments are granted in accordance with set criteria. Electronic application forms are available from Student Finance.

COLLEGE STAFF DEVELOPMENT POLICY

Staff development is available to all staff employed by the college where the course is identified as a training need directly relevant to their job. Applications should be made on the appropriate form to the HR team.

Where staff development has been approved prior to enrolment and attendance, tuition fees for in-house courses will be waived. All other fees to be paid via the agreed staff development budget.

The approved staff development form must be shown as evidence at the time of enrolment.

COLLEGE STAFF BENEFITS

Under staff benefits, staff may also attend courses, which are not work related, free of charge of tuition fees provided that there are sufficient fee payers on the course to make it financially viable. Any registration or materials fees are payable by the member of staff.

REFUND/FEE INSTALMENT WAIVER POLICY

Refunds of tuition fees or waiving of remaining instalments will only be applicable in the following circumstances:

- The class is cancelled by the college, a full refund applies.
- The class day or time is changed which prevents student attendance, a full refund applies.
- The student withdraws prior to the course commencement, a full refund applies.
- The student withdraws from a course a pro-rata refund will be made.
- Where a student withdraws from a course on medical grounds or moves to a location beyond the range of the college's own travel arrangements, a pro-rata refund will be made, and a £10 administration fee will be charged.

Where a student transfers from one course to another, the difference in course fees will be refunded. Where applicable, the student will pay the difference should there be a higher fee.

Where a student has paid a fee but is entitled to remission e.g. under 18 years, then a full refund applies.

Where a complaint cannot be resolved, the college will provide compensation that, in the opinion of the college, is appropriate.

HE Students, in addition to the above where a student is disadvantaged by having to transfer course or provider, we will consider compensating such students in respect of tuition fees and/or maintenance costs, this will be assessed on an individual basis by the Deputy Principal

Note: Where the standard criteria above are not met a member of the Executive may in exceptional circumstances award a refund.

Where an additional fee has been included and paid at enrolment e.g. materials, visits etc., this can be refunded on the approval of the appropriate Head of Department. The refunded amount will reflect materials etc. used to date.

All refunds will be formally recorded and documented in accordance with the college financial regulations. Students should complete an Application for Refund Form (Appendix 4) attached under the appendices of this policy.

INSTALMENT POLICY

Fees for long courses may be paid in instalments as follows:

- The total fees must be more than £100 – all costs to be included when setting up the individual payment plan.
- The first instalment/deposit is due at enrolment and the remaining instalments should be paid in equal instalments (approximately). All payment plans must be completed 1 month prior to the end date of the course(s).
- Instalments can be paid by direct debit, credit/debit card, cheque or cash.
- A suitable instalment plan must be agreed by the student and college finance staff, courses can be paid for by between 3 to 12 instalments.
- The Deputy Principal or Finance Manager may approve the waiving of the £100 de minus limit in exceptional circumstances.

CHANGES TO FEES

Fees will only be amended during the academic year in exceptional circumstances.

Any amendments to tuition fees are to be submitted in writing by the appropriate Head of Department to the Deputy Principal.

The Deputy Principal will notify approval or rejection to the Head of Department.

Approval to amend tuition fees will be notified to Data Services and Student Services by the Deputy Principal.

For students who have already paid the fee prior to it being amended to a higher or lower fee, the following will apply:

- Reduced amended fee – no refund of difference
- Increased amended fee – no additional charge.

RESIDENCY ELIGIBILITY

Individuals will be eligible for Adult Skills Funding if they meet the ESFA criteria for who is funded, the learning is taking place in England outside of devolved authority areas and they fulfil the ESFA residency requirements. Unless otherwise stated, individuals must be ordinarily resident in the UK on the first day of learning to meet the residency requirements.

An overseas student is a student that does not satisfy the 3-year residency requirement and it is lawful under the Education (Fees and Awards) (England) Regulations 2007 (Amendment) Regulations 2011 to charge a higher fee as these students do not attract government funding.

The college does not have a Tier 4 licence from the UKBA and therefore does not have 'highly trusted status'. Consequently, the college does not usually accept applications nor approve enrolment of anyone who does not meet the ESFA residency eligibility criteria.

STUDY OUTSIDE ENGLAND - STUDENTS IN THE ARMED FORCES, MINISTRY OF DEFENCE OR CIVIL SERVICE

The ESFA recognises that British armed services personnel may wish to continue in education and training whilst serving their country. The ESFA will fund eligible programmes of study for service personnel, Ministry of Defence (MoD) or civil servants, their spouses and dependants via a sector institution where the armed forces individual is ordinarily resident in the 3 years prior to the first day of learning.

EXAMINATION AND AWARDING BODY REGISTRATION FEES (FE)

These charges consist of any fees paid to an external awarding body on behalf of a student.

It is a condition of funding that no compulsory enrolment, registration or examination fees can be charged to students aged 16-18 in full-time or part-time ESFA funded education.

The college can charge 16-18 full and part-time students for optional activities wholly or mainly outside the agreed learning programme and for personal tools/equipment and materials for courses.

All part-time 19+ students will be charged examination and registration fees (unless on a fully funded course e.g. receiving a full tuition fee waiver). Support may be available from Learner Support Funds.

The college may charge for exams and re-sits where:

- The required attendance or completion of work has not been completed
- Where the learner fails without good reason to sit the exam for which the college has paid
- Where the learner is retaking an exam resulting from an initial exam failure
- Where the learner is retaking an exam with the aim of achieving a marginal improvement in grades.

(See Examination policy)

WORKPLACE STUDENTS FUNDED BY THE ESFA

ESFA funding entitlements are detailed at Appendix 1. Co-funded provision requires a fee to be charged equivalent to 50% of the funded value. Non-funded activity requires a commercial (full-cost) fee to be charged.

APPRENTICESHIPS

- From 1st April 2017, employers whose pay bill exceeds £3 million are required to pay an apprenticeship levy. New starts to Apprenticeships from 1st May 2017 within these employers are no longer funded directly by the Education and Skills Funding Agency, and fee rates will be agreed directly with employers and funded via the Digital Apprenticeship System.
- Employers with 50 or more employees will be required to contribute 5% payment towards the cost of Apprenticeships, for both 16-18 and adults.

- Employers with less than 50 employees will be required to contribute 5% payment towards the cost of adult (i.e. 19+) Apprenticeships, however 16-18 Apprenticeships will be fully funded.
- Incentives for employers recruiting 16-18 apprentices may be available.
- For the purposes of this policy, and in relation to Apprenticeships only, the 16-18 rules also apply to 19–24-year-old learners who are care leavers and/or who have an Education, Health and Care Plan (EHCP).
- More details about the Apprenticeship funding arrangements and charges/incentives to employers are available here [Apprenticeship funding rules - GOV.UK \(www.gov.uk\)](https://www.gov.uk/apprenticeship-funding-rules)

HIGHER EDUCATION PROGRAMME

For directly funded HE students, the following fees will apply:

Course/ Level	2025/2026		
	Fee Total	Per Year	Part Time 18m Course s Yr 1 or 2
HNC Part Time Not Engineering/NCfN Part Time (18 months)	£4,635	£3,090	£1,545
HNC Full Time Not Engineering/NCfN Part Time (1 Year)	£4,635	£4,635	
HND Part Time Not Engineering/NCfN Part Time (18 months)	£4,635	£3,090	£1,545
HND Full Time Not Engineering/NCfN Part Time (1 Year)	£4,635	£4,635	
HNC Engineering/NCfN Part Time (18 months)	£5,000	£3,333	£1,667
HNC Engineering/NCfN Full Time (1 Year)	£5,000	£5,000	
HND Engineering/NCfN Part Time (18 months)	£5,000	£3,333	£1,667
HND Engineering/NCfN Full Time (1 Year)	£5,000	£5,000	
HNC Full Time (1 Year) Lancaster & Morecambe Provision	£5,850	£5,850	
HND Full Time (1 Year) Lancaster & Morecambe Provision	£5,850	£5,850	
Foundation Degree Part Time (3yrs)	£12,370	£4,123	
Foundation Degree Full Time (2yrs)	£12,370	£6,185	
PGCE Full Time	£5,950	£5,950	
BSC (Hons) Degree Full Time	£6,185	£6,185	
BSC (Hons) Degree Part Time (2yrs)	£6,185	£4,123	£2,062
BEng (Hons) Degree Full Time	£6,185	£6,185	
BEng (Hons) Degree Part Time (2yrs)	£6,185	£4,123	£2,062

Commented [KW1]: Change title

Commented [KW2]: Check fees for next year, maximise at OfS allowance

Students on indirectly funded, franchised courses will pay tuition fees at the rate for the validating University.

Fee waivers are in accordance with the franchised University's fee policy. The college has no discretion with regard to these fees.

A hardship fund is available for part-time HE students. See Appendix 3 for details of how to apply.

Students with a degree will be liable to pay full-cost fees.

Fee Reduction

A 50% fee reduction applies to Lakes College staff enrolling in management supported Part-Time UCLAN courses as part of an agreed individual staff development plan.

STUDENTS OF COMPULSORY SCHOOL AGE

Students aged under 16 years on 31 August in the calendar year when the learner commences a programme of study cannot be funded by the ESFA.

Full-Time Years 10 and 11

Admission for these students is subject to approval by the Student Support Manager. Enrolment forms and learner agreement forms must clearly identify that the learner is under 16 years of age and the designated programme code must be used. The funding source will be identified on the course approval form and will be used to complete the enrolment, e.g. school, Education Action Zone, education welfare etc. All fees will be invoiced to the identified source.

Part -Time 14–16-year-olds

These should be negotiated directly with the individual school by the relevant Director or Vice-Principal.

Course costs will be invoiced directly to the participating school. There will be no tuition or registration fee for the student.

Where students are from a consortium of schools then these programmes will be negotiated through the lead partner.

FULL COST WORK

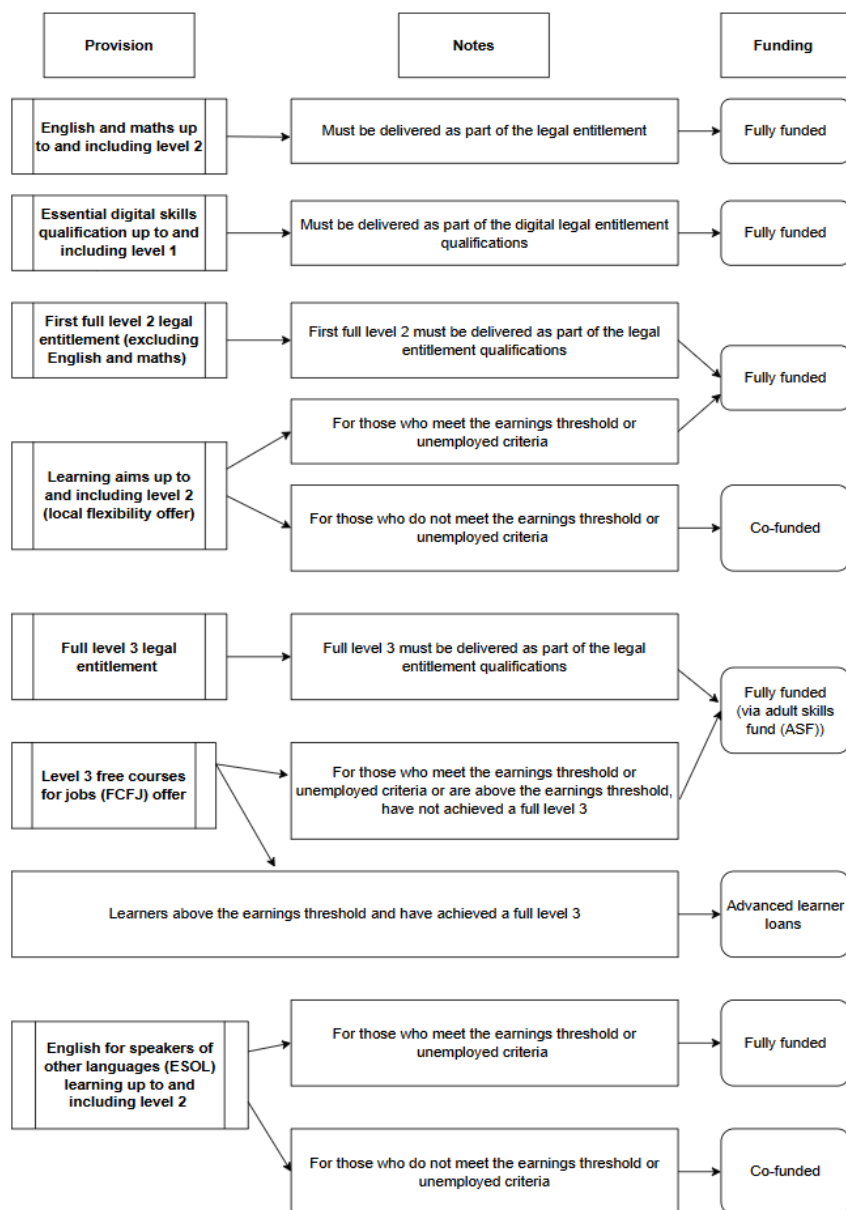
Fees for unfunded provision will be set to recover the full cost of the provision. Any discounts or fee waivers must be agreed under the remission criteria detailed in this policy.

DISCOUNTS

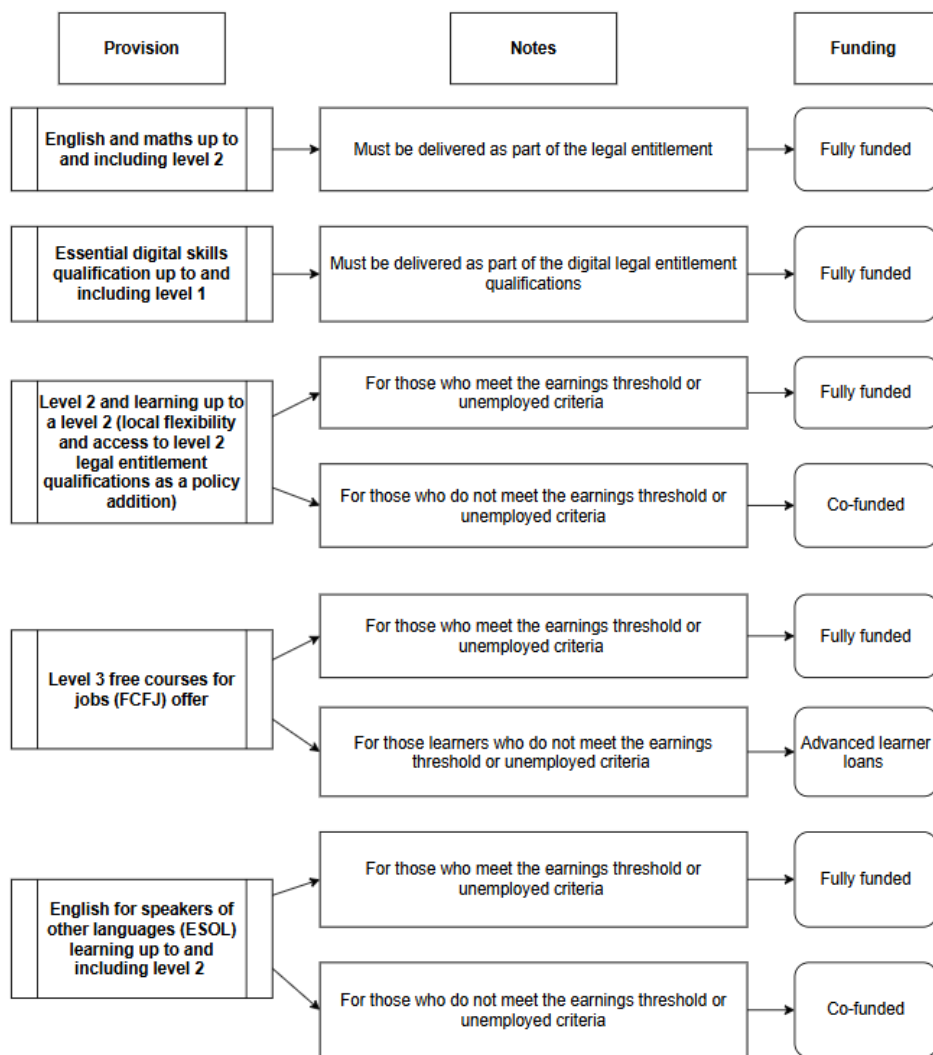
All discount arrangements must be approved by a member of the Executive.

Appendix 1
Government contributions for Learners aged 19 years and older

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Government contribution table 2: 24+



Learners in receipt of low wage.

- eligible for co-funding, and
- earns less than £25,000 annual gross salary. Learners who meet the low wage criteria for qualifications are also included in the Level 3 Free Courses for Jobs offer ([Level 3 FCFJ offer](#))

To qualify the learner must provide evidence of their gross annual wages in these circumstances. This could be a wage slip or a UC statement within 3 months of the learner's learning start date, or a current employment contract which states gross monthly/annual wages. Please note this is not an exhaustive list, but you must evidence your decision to award full funding to an individual who would normally be eligible for co-funding.

Notes

- Progression funding is available to a Learner who is 19 to 23 years old, has a Level 2 entitlement and needs the additional step up from basic skills in order to progress to a full Level 2 and the Provider is assured they can progress to a Level 2, otherwise the provision is co-funded.
- Personal and Social Development aims, and Entry Level provision are not available to workplace learning.
- All Apprenticeship delivery is a mixture of workplace and classroom delivery as specified in the Apprenticeship Framework/Standard and cannot be delivered solely in the classroom.
- Active benefits are Universal Credit, Job Seeker's Allowance (JSA) ¹ or Employment and Support Allowance (ESA) in the Work-Related Activity Group (WRAG).
- At the discretion of the Provider a wider offer is available to individuals who are unemployed, in receipt of a state benefit (other than UC, JSA or ESA (WRAG)), who want to enter employment and need skills training to do so, can be fully funded for units and other learning aims that will help them achieve this goal.
- Unemployed on active benefits or wider offer to unemployed must be skills training in order to help the individual into work or removes a barrier to getting the individual into work.

Support for Unemployed Fees

The government has allowed some students who are unemployed and planning to take up a job on completion to study for free. To be eligible for this scheme you should be unemployed and in receipt of out of work' benefits though the scheme **does not** cover those in receipt of Job Seekers Allowance or Employment Support Allowance (work related component).

If you are eligible for Advanced learning Loans as you are aged over 23 or over on the 31st August and will be studying a course at Level 3 or above you are not eligible for the support outlined in this document.

If you have any questions about financial support please contact the Student Finance Team, in the Student Services Centre which is next to reception. You can also contact us by phone on 01946 839300 extension 1143 or 1153

Other ways to get support with your Fees:

Level 2 and Level 3 Course Funding

The College is funded to support the Government policy of increasing the number of adults with full Level 2 or Level 3 qualifications. If you are 19-23 and do not already have a full level 2 qualification or aged 19 - 23 and do not already have a full level 3 qualification and you are enrolling on a full level 2 or 3 qualification, you may be able to get a significant reduction in the costs of doing your course.

- Applies to 'home' fee status learners only.
- Does not apply to all Level 2 and Level 3 courses.
- Entitlement only covers Tuition Fees and not Exam Fees. You can apply for financial assistance with exam fees.

Exam Fees

You will only be charged exam fees if you are over 18 as at the 31 August in the year that you commence your studies, you will be asked to pay this charge when you enrol or register for the exam. You can apply for financial support with examination fees. Successful application will receive support with 50% of the examination or assessment fee.

Please return form to Student Finance.

First Name:		Surname:	
Student ID (if known):		Course:	
Address:			
Date of Birth:		Age:	Post Code:
Mobile Tel:		Contact email:	
What is your status in the UK?: <small>(British/EU Citizen, Refugee, Asylum Seekers)</small>			
How long have you lived in the UK/EEU?:		years	months
If you have lived in the UK/EEU less than 3 years, when did you arrive in the UK/EEU?		If you have lived in the UK/EEU less than 3 years where did you live before your arrival in the UK/EEU?	
Year Month			

Section B: Your Financial Circumstances:

I can confirm that I am not in work and am in receipt of an **Out of Work Benefit** (can include Universal Credit, Income Support, Housing Benefit, Council Tax Benefit, not eligible for JSA or ESA) ☐

Student Declaration

- I certify that it is my aim to achieve a qualification and enter into employment.

My career aim is

Student Signature:	Date:
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Staff Use Only: Evidence Reviewed:

Income:	Benefit Letter	<input type="checkbox"/>	Council Tax Statement	<input type="checkbox"/>	Bank Statement	<input type="checkbox"/>
	DLA Letter	<input type="checkbox"/>	Housing Benefit Statement	<input type="checkbox"/>		

<i>Staff Signature:</i>	<i>Date:</i>
<i>Approved: Staff Signature:</i>	<i>Date:</i>

Lakes College will process the information you have provided in accordance with the Data Protection Act of 1998. The data will be processed for purposes connected to your studies. If you are under 18 this may be shared with your parent or guardian. In addition there may be special circumstances where the Principal considers it appropriate to discuss educational reports with your parent or guardian.

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APPENDIX 3

HE BURSARY AND OTHER FINANCIAL SUPPORT

Full Time and Part Time students can apply for a Tuition Fee Loan and Maintenance Loan from Student Finance England. See <https://www.gov.uk/student-finance-register-login> for more details.

For further information, help or guidance in relation to higher education student finance, please contact Student Services.

You can apply for Disabled Students' Allowances (DSAs) to cover some of the extra costs you have because of a mental health problem, long term illness or any other disability. You can get the allowances on top of your other student finance. You won't need to repay DSAs. See <https://www.gov.uk/disabled-students-allowances-dsas> for details

A hardship fund will be available for students experiencing extreme financial difficulties that prevent them from continuing with their studies. To access this fund, students will need to arrange an interview with the Learner Support Manager. The fund is open to applications from both full and part time students, full time learners must have applied for their maximum available maintenance loan from Student Finance.

APPLICATION FOR REFUND/WAIVER OF FEES

Appendix 4

(to be completed in full by student)



NAME : _____

STUDENT NUMBER _____

COURSE/S: _____

COURSE CODE/S: _____

DATE COURSE BEGAN: _____

NUMBER OF SESSIONS
ATTENDED: _____

LAST DATE OF
ATTENDANCE: _____

PAYMENT METHOD: _____
(Please attach copies of all receipts)

TOTAL AMOUNT PAID: £ _____

DATE OF PAYMENT: _____

REASON FOR WITHDRAWAL:

Student's signature. I have read & agreed to the terms and conditions overleaf

.....

N.B. Reception - A change of student details form will need to be completed and forwarded to Data Services. Send this form to finance department.

Terms & Conditions Overleaf →

This form to be returned as soon as possible to the following address:

REFUNDS

Finance Department

Lakes College

Hallwood Road

Workington

Cumbria

CA14 4JN

Refund Policy:

Refund/Waiving of remaining Instalments due for tuition fees will only be applicable in the following circumstances:

- The class is cancelled by the college
- The class day or time is changed which prevents student attendance
- The student withdraws prior to the course commencement.
- The student withdraws from a course within 6 weeks a full refund will be made.
- Where a student withdraws from a course on medical grounds, or moves to a location beyond the range of the college's own travel arrangements

HE Students, in addition to the above where a student is disadvantaged by having to transfer course or provider we will consider compensating such students in respect of tuition fees and/or maintenance costs, this will be assessed on an individual basis by the deputy principal.

Refunds/waiving of remaining instalments outside the above criteria will only be made at the discretion of the principal or deputy principal- finance and corporate services and this will only be under exceptional circumstances.

All applications should be processed within 14 working days from the receipt by the finance office of this form. Proof of payment will be required. If a refund has not been received by this time please address any correspondence to the above address. Where the college has cancelled a course, refunds will occur within 7 working days of the cancellation date of the course.

All refunds will be made by Cheque

Please Note:

The college cannot accept responsibility for changes in student circumstances brought about by employers, illness etc. Any claims for refunds in these cases will be individually assessed by the deputy principal- finance and corporate services whose decision will be final.

FOR OFFICE USE ONLY:

Refund Info:

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Checked By Date _____

Authorised By Date _____

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Policy to be assessed: <i>fees Policy</i>	New or existing Policy? <i>Existing</i>			
1 Briefly describe the aims, objectives and purpose of this policy/function or areas of work. <i>Establishes basis of fees set by the college together with fee waiver and remission reasons</i>				
Assessing Relevance Please assess the relevance of the function/policy to the promotion of equality of any protected characteristics If the function/policy is relevant continue with the assessment. If not discontinue.				
2i	Does the policy affect the public directly or indirectly? <div style="float: right; text-align: right;"> <input checked="" type="radio"/> Y <input type="radio"/> N </div>			
2ii	Have complaints been received from different equality groups about the policy and its effect on them? <div style="float: right; text-align: right;"> <input type="radio"/> Y <input checked="" type="radio"/> N </div>			
2iii	Does the policy have employment implications? <div style="float: right; text-align: right;"> <input type="radio"/> Y <input checked="" type="radio"/> N </div>			
If the answer to some, or all of the above questions is Yes, then that policy or procedure will be 'relevant' PLEASE CONTINUE WITH THE FULL ASSESSMENT.				
<table style="width: 100%;"> <tr> <td style="width: 40%;"> Signed (Lead Manager) <i>KAREN WILSON</i> (Lead Manager is responsible for the effective working of this policy/function) </td> <td style="width: 20%;"> Signature: <i>[Signature]</i> </td> <td style="width: 40%;"> Date: <i>23-11-12</i> </td> </tr> </table>		Signed (Lead Manager) <i>KAREN WILSON</i> (Lead Manager is responsible for the effective working of this policy/function)	Signature: <i>[Signature]</i>	Date: <i>23-11-12</i>
Signed (Lead Manager) <i>KAREN WILSON</i> (Lead Manager is responsible for the effective working of this policy/function)	Signature: <i>[Signature]</i>	Date: <i>23-11-12</i>		

FULL IMPACT ASSESSMENT FORM

Policy/Procedure to be assessed: FEE POLICY	New or Existing Policy/Procedure? EXISTING
1. Stakeholders/Beneficiaries Which groups are intended to benefit from this policy/function? <i>Funded learners</i>	
2. Outsourced Services If your function/service is partly or wholly provided by external organisations/agencies on behalf of the service, please list any arrangements you plan to ensure that the function/service promotes equality. Include this in your improvement plan on the back page.	
3.	Are there concerns that the policy does or could have a differential impact due to race/ethnicity ? <div style="float: right; text-align: right;"> <input type="radio"/> Y <input checked="" type="radio"/> N </div>
If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data?	

4.	Are there concerns that the policy does or could have a differential impact due to gender ?		N
	If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data?		
5.	Are there concerns that the policy does or could have a differential impact due to disability ?		N
	If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data?		
6.	Are there concerns that the policy does or could have a differential impact due to faith ?		N
	If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data?		
7.	Are there concerns that the policy does or could have a differential impact due to sexual orientation ?		N
	If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data?		
8.	Are there concerns that the policy does or could have a differential impact due to gender reassignment ?		N
	If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data?		
9.	Are there any concerns that the policy does or could have a differential impact due to age ?	Y	
	If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data? Government policy funds in part based on age of student		
10.	Are there concerns that the policy does or could have a differential impact due to maternity or pregnancy ?		N
	If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data?		
11.	Are there concerns that the policy does or could have a differential impact due to marriage and civil partnerships ?		N
	If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data?		
12.	Are there concerns that the policy does or could have a differential impact due to social deprivation ?		N
	If yes, what existing evidence (either anecdotal or documented) do you have for this? Complaints/Feedback/Research/Data?		

13.	With regard to questions 3-12 above, does your assessment show that a policy/function is affecting relationships between different equality groups?		N
	If yes, please explain how, go to Q14 directly to Q 16.		
14.	If yes , can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or as part of a wider strategy of positive action in relation to particular groups?	Y	N
	If yes, please explain what steps you will take to limit this adverse impact, or any potential it may have for damaging relations between groups, or consider alternative policies that might better achieve the promotion of equality?		
	Please explain your plan of action for each relevant quality heading (questions 3 to 12) on the Improvement Plan (e.g. adapt the policy; find another way to meet policy objectives; consider specific provision i.e. adopt changes in communication methods; language support; disability measures etc. for relevant groups).		
15.	If the adverse impact cannot be justified , does the adverse impact amount to unlawful discrimination?	Y	N
	Where the adverse impact is unlawful, the policy or the element of it that is unlawful must be changed or abandoned. If an adverse impact is unavoidable, then it must be justified, as outlined in the question above.		
16.	Consultation What does available data and the results of any consultation show about the take-up and appropriateness of your service/function/policy. This should include consultation from those who are likely to be directly affected by the policy, e.g. users/potential users; staff, relevant interest groups. <i>Policy reflects government policy regarding funding eligibility.</i> Where there is insufficient data or knowledge about the equalities target groups needs, you will need to undertake further consultation (include details of any further consultation exercise planned, or planned improvements as a result of consultation, in your Improvement Plan attached). The extent of the consultation exercise should be in proportion to the effect that the policy is likely to have, and may not need to be detailed.		
17.	Monitoring & Publishing How are you going to monitor or carry out regular checks on the effects this policy has on different equality target groups? A list of all Impact Assessments undertaken need to be published on an annual basis.	Review profile of students year on year.	
18.	Staff Development and Training Please list any staff development or training issues on equalities arising from this assessment (and include this in your improvement plan attached)	None	
Signed by Lead Manager (Lead Manager is responsible for the effective working of this policy/function)		Signature: Karen Wilson Date: 16th February 2022, Reviewed 20th February 2025	

12 Initial Screening for Equality Impact Assessment (including Safeguarding)

To be completed prior to a Policy or Procedure being introduced and at each review.

Name of Policy/Procedure:	
Is this a new or existing policy/procedure?	<input type="checkbox"/> New <input type="checkbox"/> Existing

<p>1. To ensure that the policy / procedure complies with the Equality Act 2010, which of the listed categories could be impacted by the policy / procedure?</p> <p>(The categories follow the College Single Equality Policy, and the impact could be positive or negative.)</p> <p> <input type="checkbox"/> Age <input type="checkbox"/> Compliance with Children & Families Act 2014 <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Race/ethnicity <input type="checkbox"/> Gender Re-Assignment <input type="checkbox"/> Marriage/Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Socio-Economic <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion/Belief <input type="checkbox"/> All of the above <input type="checkbox"/> None of the above expected </p>	
2. What are the risks of introducing this policy / procedure change to any of the above groups?	
3. What are the expected benefits of introducing this policy / change to any of the above groups?	
4. Are there any areas or issues that could impact on the safety of staff or learners?	
5. What evidence do you have for your responses to questions 2, 3 and 4? (e.g. evidence could be provided to counteract identified risks and, therefore, a full screening would not be required)	
6. What is the level of risk for the policy / procedure?	<input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low
7. Is a Full Screening Impact Assessment required?	<input type="checkbox"/> Yes (complete the box below) <input type="checkbox"/> No
<p>What are the recommendations from Equality Impact Assessment?</p> 	
Date of Review:	
Reviewer's Name:	
Reviewer's Job title:	

Controlled Document