

**Project Rainbow – Brislington Centre**

**Equality and Diversity Impact Assessment**

The proposals do not discriminate on the basis of protected characteristics additional to Disability.

- Assessment of an individual's suitability will recognise and value any other additional protected characteristic they may identify with
- An application will not be refused solely on the grounds of any protected characteristic. It is recognised that suitability for this project is complex and will take into account skills, previous experience and capacity to benefit from the training
- Any additional practical requirements associated with further protected characteristics will be addressed on an individual basis e.g. access to medical support
- All recruits will be issued with a Handbook that outlines their rights and responsibilities and lists external support available from specialist agencies
- All recruits will have access to a key worker 24/7 and meet with them on a weekly basis to discuss progress and any changes in their personal circumstances
- Site security and internal security arrangements provide protection against discrimination of any type
- All staff have undertaken mandatory E&D training provided by the College which alerts them to their legal responsibilities under the Equality Act 2010.

City of Bristol College

5<sup>th</sup> March 2019