

Equality Screening and Impact Assessment

INTRODUCTORY GUIDANCE TO EQUALITY SCREENING AND IMPACT ASSESSMENT

What is it? Equality screening and impact assessment helps us consider the effect of our policies and practices¹ on different people. It helps us minimise negative impact and potential discrimination and promote opportunities to advance equality, inclusion and good relations between different groups of people.

There are two main elements to equality screening and impact assessment. Firstly a set of equality screening questions are reviewed. These questions help determine whether the policy is relevant to equality and whether it needs to go through an equality impact assessment. The second element, if required, is the equality impact assessment meeting. This is where a panel of people review the proposed policy, particularly thinking about its impact on different groups of people, trying to identify and counter any potential negative impact and promote any opportunities to enhance equality. The panel suggests actions for the policy owner to adopt.

Why do we do it? The process helps us improve our policies and build equality into our work. Equality screening and impact assessment helps us consider the potential impact of what we do on different groups who are susceptible to unjustified discrimination, some of whom are legally protected against this, whether by UK or other law. It helps us demonstrate that we have proactively considered equality when developing our policies.

When should we do it? Assessing the impact on equality should start early in the policy development process, or at the early stage of a review. Assessing the impact on equality should be ongoing rather than a one-off exercise, because circumstances change over time, so equality considerations should be taken into account both as the policy is developed and also as it is implemented. The guidance here is to help assess the impact on equality before the policy is implemented.

It takes some time to properly set up an equality impact assessment meeting if one is needed, so the equality screening questions should be considered as early as possible once the policy is drafted. If an equality impact assessment is required it will take a little time to identify a chair, a note-taker, a diverse panel and to set up the meeting arrangements. In addition once the meeting has taken place there are likely to be actions to be implemented before the policy is launched. All this needs to be considered when determining the best time to address equality screening and impact assessment.

When we are implementing a policy that has been developed elsewhere, for example by a government department, or by a partner organisation we also need to assess the impact on equality. Although responsibility for the policy itself rests with the organisation that developed it, we may have choices in how it is implemented that can help eliminate potential discrimination and promote equality, inclusion and good relations.

How do we do it? Consider the purpose of the policy, the context in which it will operate, who it should benefit and what results are intended from it. Reflect on its potential impact on people with different equality categories and think about which aspects of the policy, if any,

¹ Consistent with its broad definition in Section 75 of the Northern Ireland Act and other equality legislation, this guidance uses the term 'policy' as a shorthand for policies, practices, activities and significant decisions about how we work and carry out our functions.

Equality Screening and Impact Assessment

are most relevant to equality. Answer the equality screening questions to determine whether an equality impact assessment meeting is necessary.

Identify someone to chair the equality impact assessment panel meeting, if one is necessary, and someone to take the notes. The chair and note-taker play a crucial role and specific guidance has been developed to support them ([guidance for Chairs](#); [guidance for Note-takers](#)). A diverse panel should be approached, including a range of colleagues from different teams/departments/countries/regions as appropriate, some of whom should be directly involved in or impacted by the policy. Panel members should be sent the part-completed ESIA form and the policy documents, giving them at least a full week to read them and prepare for the meeting.

We particularly focus on the following equality categories (many of which are protected by equality legislation in the UK and beyond): age, dependant responsibilities (with or without), disability, gender including transgender, marital status/civil partnership, political opinion, pregnancy and maternity, race or ethnic origin, religion or belief and sexual orientation. Invariably there are other areas to consider including full-time/part-time working, geographical location, tribe/caste/clan or language, dependent on the country. We also review what is being proposed against the organisation's values (creativity, integrity, mutuality, professionalism and valuing people).

After the meeting the action points identified by the panel are reviewed by the policy owner and implemented as appropriate. The policy owner confirms implementation of the action points (and outlines a justification for any action points that won't be taken forward) and then signs off and sends the completed form to ESIA@britishcouncil.org.

Northern Ireland

There is particular legislation in Northern Ireland which requires a more detailed process of equality screening and impact assessment for policies that are deemed to have high relevance to equality. This includes external consultation with relevant contacts and organisations. Given this, there is a need to confirm whether the proposed policy affects anyone in Northern Ireland. **If it does, all parts of the form need to be completed and the guidance at Annex A must be read and followed.**

Wales

As a public body operating in Wales there is a legal requirement for us to produce any information intended for the general public in Wales in the Welsh language. Therefore there is a section in the form seeking confirmation of whether the Welsh public will be affected by the proposed policy.

Please note

Before submitting this planning tool, ensure that it has been signed and dated by the policy owner on both the Record of Decision page 4 & Part B section 5. The document will be invalid if not correctly completed.

Equality Screening and Impact Assessment

EQUALITY SCREENING

POLICY² DETAILS – *Please complete*

Title of policy	Internationalism strategy refresh
Name of policy owner	Julia Handelman-Smith
Intended implementation date	April 2021 (FY 21-22)

BACKGROUND - *Provide brief background information about the policy, or change to it. Include rationale, intended beneficiaries and expected outcomes. (Use as much space as you wish, the text box below will expand as you enter information).*

The Internationalism strategy is UK-wide and aims to provide increased international and intercultural opportunities for young people. Julia Handelman-Smith initiated this strand of work in 2017.

With this refresh, we have decided to focus our work on disadvantaged young people in the UK, supporting the UK Government's Levelling Up ambition. We will help to level up international opportunities that deliver on the promise and potential of people from communities, cities and countries across the UK by identifying, understanding and overcoming under-representation:

Our intended beneficiaries are young people, institutions and communities, and we will work with all three groups to realise the ambition.

Our work will take form in three strands: research, innovate, and engage. We will identify where British Council impact is low, and research international connectivity to develop sustainable engagement map and perception surveys. We will then collaborate with Internationalism Alliance partners in ways that extend our impact and expertise, and engage with key initiatives and programme development. Finally, we will engage government: central, devolved and local stakeholders with an interest in Levelling Up by implementing a targeted place-based approach in under-represented communities.

Throughout this process, we will continue to integrate youth voice into our work, and develop our organisational capacity to engage with young people.

IS AN EQUALITY IMPACT ASSESSMENT REQUIRED?

To determine this, please answer the following by ticking yes, no or not sure:

² Consistent with its broad definition in Section 75 of the Northern Ireland Act and other equality legislation, this guidance uses the term 'policy' as a shorthand for policies, practices, activities and significant decisions about how we work and carry out our functions.

Equality Screening and Impact Assessment

Question	Yes	No	Not sure
Is the policy potentially significant in terms of its anticipated impact on employees, or customers/clients/audiences, or the wider community?	Y		
Is it a major policy, significantly affecting how programmes/services/functions are delivered?	Y		
Might the policy affect people in particular equality categories in a different way?	Y		
Are the potential equality impacts unknown?	Y		
Does the policy have the possibility to support or detract from our efforts to promote the inclusion of people from under-represented groups?	Y		
Will the policy have an impact on anyone in Northern Ireland?	Y		
Will the policy need to be communicated externally in Wales and therefore translated into Welsh?	Y		
Total responses Yes/No/Not sure	7		

DECIDING IF AN EQUALITY IMPACT ASSESSMENT IS NECESSARY

If all the answers to the questions above are 'no' then an equality impact assessment is not needed.

*Please move to the **'Record of decision'** section below.*

If there are any 'yes' responses then an equality impact assessment is necessary.

*Please move to the **'Record of decision'** section below.*

If there are no 'yes' responses but there are any 'not sure' responses then please discuss next steps further with the Regional Diversity Lead or with the Diversity Unit, who will help you decide if an equality impact assessment is necessary. Examples of situations where it is not necessary to carry out an equality impact assessment include:

- Producing a team newsletter
- Changing the time of a meeting
- Planning an internal event

In these instances relevant equality issues should still be considered, but there is no need to carry out an equality impact assessment.

RECORD OF DECISION

I confirm an equality impact assessment is required

Policy Owner: Julia Handelman-Smith (Name) Head of Internationalism (Role)

Equality Screening and Impact Assessment

Date: 07.12.2020

Note 1: *If an equality impact assessment **is required**, please complete questions 1-3 in the following section and send this part-completed form to the panel along with any relevant background documentation about the policy at least one full week prior to the EIA meeting. This should include the draft policy and any supporting data or relevant papers.*

Note 2: *If an equality impact assessment **is not required**, please send this screening section of the form to ESIA@britishcouncil.org.*

Equality Screening and Impact Assessment

EQUALITY IMPACT ASSESSMENT

PART A: This section is to be completed before the EIA panel meeting and sent at least one week in advance to the panel along with the policy and other relevant documents.

TITLE OF POLICY:	Internationalism strategy refresh
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(Take as much space as required under each heading below)

1. Please summarise the purpose of the policy, the context in which it will operate, who it should benefit and what results are intended from it.

The Internationalism strategy is UK-wide and aims to provide increased international and intercultural opportunities for young people. Julia Handelman-Smith initiated this strand of work in 2017.

With this refresh, we have decided to focus our work on disadvantaged young people in the UK, supporting the UK Government's Levelling Up ambition. We will help to level up international opportunities that deliver on the promise and potential of people from communities, cities and countries across the UK by identifying, understanding and overcoming under-representation:

Our intended beneficiaries are young people, institutions and communities, and we will work with all three groups to realise the ambition.

Our work will take form in three strands: research, innovate, and engage. We will identify where British Council impact is low, and research international connectivity to develop sustainable engagement map and perception surveys. We will then collaborate with Internationalism Alliance partners in ways that extend our impact and expertise and engage with key initiatives and programme development. Finally, we will engage government: central, devolved and local stakeholders with an interest in Levelling Up by implementing a targeted place-based approach in under-represented communities.

Throughout this process, we will continue to integrate youth voice into our work and develop our organisational capacity to engage with young people.

2. Please explain any aspects of the policy you've been able to identify that are relevant to equality. This will contribute to the equality-focused discussion the panel will have.

- Ensuring underrepresented groups of young people in the UK have equal access to international experiences and opportunities. Often these young people come from lower socio-economic backgrounds and in some instances have dropped out of educations or employment

Equality Screening and Impact Assessment

- Addressing the UK's Levelling Up agenda by addressing regional inequalities and planning programmes in 'left behind' areas of the country.
- Working with colleagues in Northern Ireland, Scotland and Wales to reach young people across the country
- Ensuring that our work also addresses the inequalities that are faced by people with disabilities in accessing international opportunities
- Ensuring that access to international opportunities is equal for people of all race and ethnic origins
- Ensuring that our work is in line with the British Council's values (being open and committed, expert and inclusive, and optimistic and bold).

- 3. Please outline any equality-related supporting data that should be considered. This could include consultation with Trades Union Side or staff associations, equality monitoring data, responses from staff surveys or client feedback exercises, external demographic and benchmarking data or other relevant internal or external material.**

- Initial research into areas of the UK that the British Council has less engagement in
- Diminishing support in youth non-formal sectors
- Survey of Alliance
- External research

Equality Screening and Impact Assessment

PART B: *This section captures the notes of the Equality Impact Assessment panel meeting.*

TITLE OF POLICY³:	Internationalism strategy refresh
DATE OF EIA PANEL MEETING:	25 January 2021

1. Please list the names, roles/business areas and geographical location of the panel members. If contributions have been received in writing by people who could not attend please list their details too and note 'input in writing' by their name.

Chair: Julia Handelman-Smith, Head of Internationalism British Council
Sarah Brisbane, Operations/Equality Manager, British Council Northern Ireland
Lyndsey Halliday, Project Support Officer, British Council Wales
Rosie Mitchell, Young People's Producer, Crafts Council
Nizam Uddin, CSO, algra
Metecoban, CEO, My Life My Say
Priyanka Surj, Executive, Prince's Trust
Leigh Gibson, Director Scotland, British Council
Note taker: Asya Robins, Internationalism Coordinator, British Council

2. Summarise the main points made in the discussion, noting which documents were reviewed. Note any points relating to clarity/quality assurance as well as points relating to equality issues.

The main document that was viewed was the Internationalism strategy PowerPoint.

We also shared a list of reports published by our partners looking into the impact of Covid-19 on young people's lives, and the young people in disadvantaged communities in the UK.

The discussion was mainly centred around the refresh of the Internationalism strategy and its focus on reaching disadvantaged people in the UK.

A lot of the discussion was around the language used in the strategy document. We decided to spend some more time working on it to ensure that we are including perspectives from young people, and all four nations of the UK.

I am sharing detailed notes from the meeting with this email.

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Equality Screening and Impact Assessment

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Equality Screening and Impact Assessment

3. **Capturing information about the protected groups/characteristics** - Based on the notes of the discussion (section above), record here any potential for negative impact identified and any opportunity to promote equality, inclusion and good relations.

Equality categories (with prompts to guide full consideration)	Potential for negative impact	Opportunity to promote equality, inclusion and/or good relations between different groups
Different ages (older, middle-aged, young adult, teenage, children; authority generation; vulnerable adults)	<ul style="list-style-type: none"> • Older learners might be excluded 	<ul style="list-style-type: none"> • We do not have a strict upper age limit for young people. This will hopefully address potential exclusion of older learners. • The British Council and Internationalism Alliance members are experts in youth and education, and therefore have the opportunity to make real change and address inequalities in access to opportunities for young people.
Different dependant responsibilities (childcare, eldercare, care for disabled and/or extended family)	<ul style="list-style-type: none"> • People with dependency needs might be excluded (this is a protected characteristic in Northern Ireland) 	
Disabled people (physical, sensory, learning, hidden, mental health, HIV/AIDS, other)	<ul style="list-style-type: none"> • The British Council does not have many employees with disclosed disabilities which might be problematic if young people do not feel confident in coming forward with a disability. 	<ul style="list-style-type: none"> • We have organisations in the Alliance who work specifically to provide opportunities for young disabled people, and we believe the Alliance is a space for organisations to learn from one another in this area. • There are also many organisations like the British Council that are proactively working to address inequality around disability.
Different ethnic and cultural groups (majority and minority, including Roma people, people from different tribes/castes/clans)	<ul style="list-style-type: none"> • The ongoing challenge for the British Council around lack of equality monitoring data • With the strategy's focus on reaching young people in socio-economically disadvantaged communities we could 	<ul style="list-style-type: none"> • Part of the Internationalism ambition is to ensure communities are more cohesive and have improved wellbeing through international awareness and connectedness. We have an important opportunity here to address issues around

Equality Screening and Impact Assessment

Equality categories (with prompts to guide full consideration)	Potential for negative impact	Opportunity to promote equality, inclusion and/or good relations between different groups
	be working in less ethnically diverse regions of the UK	racism in less ethnically diverse communities.
Different genders (men, women, transgender, intersex, other)	<ul style="list-style-type: none"> The British Council's internal system for capturing data on gender only gives the option of male and female. We need to take this challenge on as an organisation 	<ul style="list-style-type: none"> Again, the Internationalism ambition's focus on cohesive and understanding communities gives us the opportunity to address issues in communities around gender discrimination.
Different languages (Welsh and/or other UK languages, local languages, sign language/s)	<ul style="list-style-type: none"> A potential risk might be not being able to reach certain communities in the UK if we do not communicate in their languages. 	<ul style="list-style-type: none"> The Internationalism Alliance's Valuing Languages and Language Learning working group will support us in this area Alliance members with access to different language communities may be able to support the celebration of those languages, increasing confidence and recognition.
Different marital status (single, married, civil partnership, other)		
Different political views or community backgrounds (particularly relevant to Northern Ireland)	<ul style="list-style-type: none"> There is a risk that people with some political views will not be willing to engage with the British Council led Alliance. 	<ul style="list-style-type: none"> Once again, the Internationalism strategy's ambition to have more cohesive and understanding communities will play an important role in ensuring young people can have different political views in a respectful way.
Pregnancy, maternity, paternity and adoption (before/during/after)		
Different or no religious or philosophical beliefs (majority/ minority/ none)		

Equality Screening and Impact Assessment

Equality categories (with prompts to guide full consideration)	Potential for negative impact	Opportunity to promote equality, inclusion and/or good relations between different groups
Different sexual orientations (gay, lesbian, bisexual, heterosexual)		
Additional equality grounds (such as full-time/part-time working, geographical location, other ⁴)		<ul style="list-style-type: none"> • As part of the new strategy we are commissioning a piece of work to map internationalism and international opportunities in the UK. This will be important in understanding inequalities in different geographic locations, and consequently addressing them. • The Internationalism Alliance consists of partners from across the UK which is an important way of ensuring that no geographic location is excluded from our work.
British Council values (being open and committed, expert and inclusive, and optimistic and bold)		<ul style="list-style-type: none"> • We believe that the Internationalism Alliance and this new way of working in partnership is important in this particular category because it demonstrates that we are indeed committed to being expert and inclusive. We appreciate that as an organisation we can't fulfil everything, and therefore in any of the areas that we are lacking in expertise we will be consulting with our Alliance partners who have a wealth of knowledge.

⁴ Any other categories people share that might impact on how the policy affects them.

Equality Screening and Impact Assessment

4. Agreed actions - *Insert additional rows for more action points and number these.*

Action identified by Panel	Agreed by Policy Owner (Yes/No)	Justification if not agreed	Date to be implemented	Confirmation of implementation
We will revise some of the language used in the strategy around levelling up and left-behind communities	Yes		From 12.02.21	In process
We will explore a potential statement in the strategy about the way in which we will work with other organisations in the Alliance around equality categories	Yes		From 12.02.21	In process
We will do an audit of the Alliance to ensure we have members who can support us with the equality categories and that the Alliance is diverse. We will also try to understand if there are parts of the UK lacking representation.	Yes		From 12.02.21	In process

5. Sign off by policy owner

I confirm that the policy has been amended as identified in the **Agreed actions** table above.

If the policy has an impact on people or functions in Northern Ireland, I confirm Annex A has also been completed.

Julia Handelman-Smith (Name) Head of Internationalism (Role) 12.02.21 (Date)

6. Record keeping

The Policy Owner (or their agent) must email the completed ESIA form to ESIA@britishcouncil.org.

Equality Screening and Impact Assessment

ANNEX A

POLICIES WITH AN IMPACT IN NORTHERN IRELAND

In accordance with the Guide for Public Authorities, policies which have a MAJOR impact on equality will share some of the following factors:

- they are deemed to be significant in terms of strategic importance;
- the potential equality impacts are unknown;
- the potential equality and/or good relations impacts are likely to be adverse or experienced disproportionately by groups who are marginalised or disadvantaged;
- the policy is likely to be challenged by a judicial review;
- the policy is significant in terms of expenditure.

Policies which have a MINOR impact on equality will share some of the following factors:

- they are not unlawfully discriminatory and any residual potential differential impact is judged to be negligible;
- aspects of the policy are potentially unlawfully discriminatory but this possibility can readily and easily be eliminated by making the changes identified in the action points at Section 4;
- any differential equality impact is intentional because the policy has been designed specifically to promote equality for particular groups of disadvantaged people;
- by amending the policy there are opportunities to better promote equality, inclusion and/or good relations.

Policies which have NO impact on equality will share some of the following factors:

- they have no relevance to equality, inclusion or good relations;
- they are purely technical in nature and have no bearing in terms of the impact on equality, inclusion or good relations for people in different equality groups.

For policies impacting on people or functions in Northern Ireland, you must identify whether any of the issues identified by the EIA panel in the table at Section 3 are likely to have a MAJOR, MINOR or NO impact on equality. This consideration must be given to all the items listed in the table at section 3 whether they have potential for negative impact or the opportunity to promote equality, inclusion and good relations.

Equality categories	Negative/Positive impact on equality, inclusion or good relations		
	NO	MINOR	MAJOR
Age		Positive	
Dependants	No		
Disability	No		
Ethnicity		Positive	
Gender	No		
Marital status	No		
Political opinion		Positive	
Religious belief	No		
Sexual orientation	No		

If the answer to the above questions is NO, no further action is needed.

Equality Screening and Impact Assessment

If MINOR impact is identified and the actions listed at Section 4 will address this, no further action is needed. Where the actions listed at Section 4 will not sufficiently address the impact, additional measures that might mitigate the policy impact as well as alternative policies that might better achieve the promotion of equality of opportunity and/or good relations should be considered. If mitigating measures and/or an alternative approach cannot be taken then the policy should be subject to full Equality Impact Assessment (EQIA) aligned to Northern Ireland's equality legislation.

If a MAJOR impact is identified in any of the answers above then the policy should be subject to full Equality Impact Assessment (EQIA) aligned to Northern Ireland's equality legislation.

For guidance on completing full EQIA aligned to Northern Ireland's equality legislation, see <http://www.equalityni.org/archive/pdf/S75GuideforPublicAuthoritiesApril2010.pdf>.

A member of the Diversity Unit should be involved in any EQIAs that take place.

RECORD OF DECISION AND SIGN OFF BY POLICY OWNER: *(please delete 2 of the following statements)*

I confirm that a full EQIA is not needed and no further action needs to be taken.

Signed by:

Asya Robins (Name) Internationalism Coordinator (Role)

12.02.21 (Date)

RECORD KEEPING

The Policy Owner (or their agent) must email the completed ESIA form to ESIA@britishcouncil.org.

Internationalism Strategy Refresh ESIA Panel Meeting Notes 25.01.21

Panel Members

Sarah Brisbane, Operations/Equality Manager, British Council Northern Ireland

Mete Coban, Chief Executive, My Life My Say

Leigh Gibson, Director, British Council Scotland

Lyndsey Halliday, Project Support Officer, British Council Wales

Rosie Mitchell, Young People's Producer, Crafts Council

Pritpal Surj, Prince's Trust Executive

Nizam Uddin, CSO albra

Chair: Julia Handelman-Smith, Head of Internationalism

Note taker: Asya Robins, Internationalism Coordinator

Equality screening and impact assessment helps us consider the potential impact of what we do on different groups who are susceptible to unjustified discrimination, some of whom are legally protected against this, whether by UK or other law. It helps us demonstrate that we have proactively considered equality when developing our policies. This ESIA is for the Internationalism strategy refresh.

Equality Screening and Impact Assessment

Internationalism strategy refresh

- The Internationalism strategy is looking into how we can enable children and young people in the UK to have international and intercultural experiences and opportunities.
- The strategy was initiated two years ago. The strategy refresh aims to direct our focus to disadvantaged communities and young people in the UK. We are still in the process of defining 'disadvantage' in terms of evaluation and data analysis. We are talking about underrepresented groups, people who tend to fit into the definitions of disadvantage set by central government e.g. FSM, barriers to access, areas of multiple deprivation
- The strategy is guided by the Government's Levelling Up agenda but tackling inequality is a priority for devolved governments, regional authorities and opposition parties as well.
- We believe international and intercultural opportunities help young people to connect with the world, develop bigger aspirations and broaden their soft skills. We are concerned that less advantaged young people have increasingly seen these opportunities disappear.
- When we say international and intercultural opportunities, we aren't only talking about mobility opportunities, but also connections we build in the UK with other countries.
- We've focused on three strands – research (where internationalism is and is not happening, and benefits and impacts), innovate (finding ways to collaborate with partners and organisations to embed international into partner programmes and create new opportunities), engage (with stakeholders and partners across the UK with the support of the Alliance).
- The Internationalism Alliance currently has over 70 partners. Partners are drawn from a variety of sectors including youth and the arts. We convene regularly around key priorities and themes, including advocating for policy change, building a central evidence base, valuing and celebrating language learning, and connecting with employers and businesses.

Responses from panel

- Nizam spoke about the Levelling Up ambition and noted that the Internationalism strategy gives the impression that we would be levelling up cities. Need more clarity on this
- Nizam also spoke about language and ensuring we have the lived experience and diversity of voices in the communities we are trying to serve included in the language moving forward.
- Sarah questioned whether there has been an application process from organisations to which was inclusive to which Julia responded to say that we have mostly been going through our networks to forge the Alliance. We do now invite people to formally join via our website, but the process is still often proactive. Our only criteria so far is for organisations to be mandated. This might be a good opportunity to think about a formal process to attract diverse organisations.
- Important to have an evidence-based approach to understand the challenges facing communities and meet equality act criteria.
- There will be intersectionality, there will be groups with disabilities, ethnic minorities etc. and there will be overlap.
- Leigh brought up equity as well as equality. If we are trying to create equality of opportunity, how far can we go towards equity and looking at how we can actively support disadvantaged groups to take advantage of opportunities we are offering?

Discussion about equality categories

Different ages (older, middle-aged, young adult, teenage, children; authority generation; vulnerable adults)

- We define children and young people as between the ages 4-30, although we tend not to set a solid upper age limited as some programmes may exceed this up to 35.

Equality Screening and Impact Assessment

- Sarah asked if we had ever had queries around older people in FE or HE that might also take part in international opportunities.
- As a response to this, we haven't had this queried before but important to keep in mind. We tend not to enforce the upper age limit and as our work is not programme specific we can be flexible on this.
- Sarah mentioned that dependency is a protected characteristic in Northern Ireland and older people tend to be with dependency needs. Important to consider if we are excluding a particular group in this area.
- Rosie mentioned that it's important to have a rational reason as to why young people are identified as needing assistance within this programme as opposed to other groups.
- Nizam responded to this to say that as long as we are not discriminating another group, favouring one group is not opposed to the protected characteristics. We think that this is the area we can make most impact in.
- The group agreed that language is important, and we should explain clearly why we are focusing on young people – for example, in supporting a generation of young people who are facing significant challenges in this space (the UK's withdrawal from the EU, the impact of Covid-19 pandemic, the challenges and ethics of travel due to Climate Change, etc).
- Mete commented in European programmes the definition of youth extends to 33 (e.g. Erasmus). Also that 'young people' are facing challenges in employment or learning up to 30 years. Important to keep flexibility.

Disabled people (physical, sensory, learning, hidden, mental health, HIV/AIDS, other)

- Prit commented that there are lots of active conversations about hidden disabilities and that it's important to understand our organisation's role in supporting young people with disabilities.
- Nizam asked us how we can ensure that we are aware and trained to deliver in an environment that is inclusive, and how that also applies to our Alliance partners? Should we create a set of criteria stating that we as an Alliance are accessible to everyone? We agreed that this is something to pass on to the EDI unit at the British Council, but also to emphasise to Alliance partners at all times.
- The advantage of the Alliance is that we do have members who have expertise in working with people with disabilities, and other equality categories. We can't ask all members to have the same level of expertise in all areas of disability (which the British Council also doesn't have) but we can work closely with these particular partners to build expertise.
- Rosie notes that we must not forget the effects that the pandemic has had on disabled young people who have had to shield. Wraparound support needs to be offered.
- Mete said that it's important for organisations to understand young people with disabilities who don't feel comfortable coming forward. We need to understand every organisation's learning journey. Alliance is an opportunity for partners to learn from each other.
- Julia said that it's important to keep our own organisational diversity in mind. We are not very ethnically diverse, and we don't have many disabled members of staff. Also, what can we realistically build into the strategy document before operationalising it?

Different ethnic and cultural groups (majority and minority, including Roma people, people from different tribes/castes/clans)

- At the British Council's Youth Voice workshops there were discussions around some young people fearing certain countries because of perceived or real discrimination around sexuality, disability, and ethnicity. We will look to see if there is any data on this.
- Lyndsey mentioned that an ongoing challenge for the British Council is equality monitoring data, or lack of - we often don't have equality information about the people we engage with. We need to feed this back to British Council EDI unit.

Equality Screening and Impact Assessment

- Nizam spoke about the current government having strong political opinions on issues around levelling up where they are moving away from equality of protected characteristics and into socio-economic inequality in regions of the country. Important to note that the legal framework we are working on might change and that this can be quite politicised.
- In terms of the Internationalism strategy, there is something around making sure communities are more cohesive and have improved wellbeing. To do this we need to understand data around ethnicity.
- Nizam shared the Integration strategy report <https://www.gov.uk/government/consultations/integrated-communities-strategy-green-paper>
- Julia emphasised that with the focus on left behind communities (socio-economic) it is true that that we could be working in less ethnically diverse communities.
- Sarah mentioned that in Northern Ireland the traveller community has the lowest levels of attainment. 80% leave education without any qualifications.
- Prit emphasised the difference in opportunities for people from different ethnic backgrounds.
- Mete said that it's important to understand the intersectionality. We have to look at class as well as ethnic and cultural groups. It's much harder to capture that data digitally.
- Julia said that at the moment class and socio-economic background is not a part of our equality monitoring internally. We have initiated this and are at the beginning of conversations with colleagues.

Different genders (men, women, transgender, intersex, other)

- Julia highlighted an interesting reflection on E+ programme – that the largest take up was from women, men much less likely to take part.
- Nizam mentioned the gendered inequality around employment during Covid-19. Bringing that to life in a positive way would be useful. There's also a deeper inequality of our economic system that doesn't value the role of women in so many other ways. How can we better mark and monitor the role of women that isn't being measured in our economy. In the grand scheme of levelling up this is the kind of thing that would be of benefit.
- Lyndsey made an important point that our internal systems for data capturing only give the option of man and woman when choosing data. Need to take this challenge on organisationally.

Different languages (Welsh and/or other UK languages, local languages, sign language/s)

- Julia said that as a country we don't value skills in language enough.
- We have policies and legal requirements to publish material in Welsh
- Sign language is important to consider
- Nizam spoke about migrant communities that don't speak English. Might be worth considering how we will approach these communities in their languages. Again, the value of the Alliance comes into this. Different organisations reach different communities.
- Sarah said that languages can be seen as a barrier to participation but can also become empowering if young people can become experts in their language or when young people with other languages recognise the value in that when their class connects overseas in our schools programmes – for example, Polish children being able to lead connections in Poland.

Different political views or community backgrounds (particularly relevant to Northern Ireland)

- Sarah said that Protestants and Catholics are mostly educated separately at secondary level schools in Northern Ireland. Some Grammar schools are mixed but nonselective schools, which are mostly for students from disadvantaged backgrounds, represented by higher percentage of free school meals, are very segregated. We have two separate teacher training

Equality Screening and Impact Assessment

colleges in Northern Ireland catering for the two school types. It is reported that educational attainment in young Protestant men is a particular problem, more so than Catholic counterparts. There are a number of factors which are linked to this including the community infrastructure in urban Protestant areas. Protestants are likely to enter job training and less likely to enter FE/ HE. Geographic locations of educational institutions can also make certain groups less likely to attend them. Need to be careful we are targeting both sets of communities equally. An added political problem could be a reluctance in engaging with 'British'. Targeting individuals rather than institutions.

- Leigh said that looking at demographics in Scotland and links to new voters for example it is very clear that young people are increasingly tied up with being Scottish. Similarly, in Wales and Northern Ireland. We as an organisation will need to think about reaching individuals.
- Nizam asked how we can make sure people can disagree and have different views in a respectful way?

Geographic locations

- One of our central priorities in the strategy is to understand where internationalism is happening in the UK
- Rosie emphasised thinking about rural isolation and its effect on young people. Sometimes there isn't acknowledgement that there are very low-income families in rural settings. How can we loop those young people in?
- Nizam suggested an audit of existing Alliance membership in order to target new members covering equality categories

Updated British Council values: being open and committed, expert and inclusive, and optimistic and bold

- The group emphasised the importance of language in committing to these values

Revisions for the strategy

- We will revise some of the language used in the strategy around levelling up and left-behind communities
- We will explore a potential statement in the strategy about the way in which we will work with other organisations in the Alliance around equality categories
- We will do an audit of the Alliance to ensure we have members who can support us with the equality categories and that the Alliance is diverse. We will also try to understand if there are parts of the UK lacking representation.

Key points to take forward:

- The group shared many ideas and insights that will help with the implementation plan of the strategy, and we will build that in.
- We will reconvene an EDI conversation at regular points in the implementation of the work
- We will share some key points that relate to the British Council as a whole through our EDI team.

Next steps

We will share the new version of the strategy and the meeting notes from this discussion

Equality Screening and Impact Assessment

Equality categories (with prompts to guide full consideration)	Potential for negative impact	Opportunity to promote equality, inclusion and/or good relations between different groups
Different ages (older, middle-aged, young adult, teenage, children; authority generation; vulnerable adults)	<ul style="list-style-type: none"> • Older learners might be excluded 	<ul style="list-style-type: none"> • We do not have a strict upper age limit for young people. This will hopefully address potential exclusion of older learners. • The British Council and Internationalism Alliance members are experts in youth and education, and therefore have the opportunity to make real change and address inequalities in access to opportunities for young people.
Different dependant responsibilities (childcare, eldercare, care for disabled and/or extended family)	<ul style="list-style-type: none"> • People with dependency needs might be excluded (this is a protected characteristic in Northern Ireland) 	
Disabled people (physical, sensory, learning, hidden, mental health, HIV/AIDS, other)	<ul style="list-style-type: none"> • The British Council does not have many employees with disclosed disabilities which might be problematic if young people do not feel confident in coming forward with a disability. 	<ul style="list-style-type: none"> • We have organisations in the Alliance who work specifically to provide opportunities for young disabled people, and we believe the Alliance is a space for organisations to learn from one another in this area. • There are also many organisations like the British Council that are proactively working to address inequality around disability.
Different ethnic and cultural groups (majority and minority, including Roma people, people from different tribes/castes/clans)	<ul style="list-style-type: none"> • The ongoing challenge for the British Council around lack of equality monitoring data • With the strategy's focus on reaching young people in socio-economically disadvantaged communities we 	<ul style="list-style-type: none"> • Part of the Internationalism ambition is to ensure communities are more cohesive and have improved wellbeing through international awareness and connectedness. We have an important opportunity here to address issues around racism in less

Equality Screening and Impact Assessment

Equality categories (with prompts to guide full consideration)	Potential for negative impact	Opportunity to promote equality, inclusion and/or good relations between different groups
	could be working in less ethnically diverse regions of the UK	ethnically diverse communities.
Different genders (men, women, transgender, intersex, other)	<ul style="list-style-type: none"> The British Council's internal system for capturing data on gender only gives the option of male and female. We need to take this challenge on as an organisation 	<ul style="list-style-type: none"> Again, the Internationalism ambition's focus on cohesive and understanding communities gives us the opportunity to address issues in communities around gender discrimination.
Different languages (Welsh and/or other UK languages, local languages, sign language/s)	<ul style="list-style-type: none"> A potential risk might be not being able to reach certain communities in the UK if we do not communicate in their languages. 	<ul style="list-style-type: none"> The Internationalism Alliance's Valuing Languages and Language Learning working group will support us in this area Alliance members with access to different language communities may be able to support the celebration of those languages, increasing confidence and recognition.
Different marital status (single, married, civil partnership, other)		
Different political views or community backgrounds (particularly relevant to Northern Ireland)	<ul style="list-style-type: none"> There is a risk that people with some political views will not be willing to engage with the British Council led Alliance. 	<ul style="list-style-type: none"> Once again, the Internationalism strategy's ambition to have more cohesive and understanding communities will play an important role in ensuring young people can have different political views in a respectful way.
Pregnancy, maternity, paternity and adoption (before/during/after)		
Different or no religious or philosophical beliefs (majority/ minority/ none)		

Equality Screening and Impact Assessment

Equality categories (with prompts to guide full consideration)	Potential for negative impact	Opportunity to promote equality, inclusion and/or good relations between different groups
Different sexual orientations (gay, lesbian, bisexual, heterosexual)		
Additional equality grounds (such as full-time/part-time working, geographical location, other ⁵)		<ul style="list-style-type: none"> • As part of the new strategy we are commissioning a piece of work to map internationalism and international opportunities in the UK. This will be important in understanding inequalities in different geographic locations, and consequently addressing them. • The Internationalism Alliance consists of partners from across the UK which is an important way of ensuring that no geographic location is excluded from our work.
British Council values (being open and committed, expert and inclusive, and optimistic and bold)		<ul style="list-style-type: none"> • We believe that the Internationalism Alliance and this new way of working in partnership is important in this particular category because it demonstrates that we are indeed committed to being expert and inclusive. We appreciate that as an organisation we can't fulfil everything, and therefore in any of the areas that we are lacking in expertise we will be consulting with our Alliance partners who have a wealth of knowledge.

⁵ Any other categories people share that might impact on how the policy affects them.