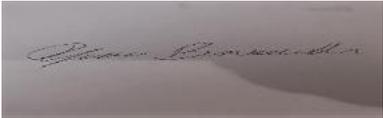


EQUALITY IMPACT ASSESSMENT – EXPANDING ON COURSE SOUTH WEST ADULT SKILLS PROVISION THROUGH THE PLYMOUTH CENTRE FOR ENGINEERING SKILLS

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): The person completing the EIA template.	Toby Hall	Department and service:	Education, Participation and Skills – Children Services	Date of assessment:	20 November 2025
Lead Officer: Head of Service, Service Director, or Strategic Director.	Tina Brinkworth	Signature:		Approval date:	11 February 2026
Overview:	<p>Cornwall College Group (CCG) has announced its intention to withdraw from the Plymouth Centre for Engineering Skills at Sisna Park, following guidance from the Department for Education (DfE) to consolidate delivery across fewer campuses. However, the DfE has requested that the provision in Plymouth continues, and CCG have approached Plymouth City Council's in-house adult education provider, On Course South West (OCSW), to take on this delivery. This transition presents a strategic opportunity to expand the Post-16 and Skills offer from OCSW, whilst also ensuring continuity for learners and employers, and advancing the Council's strategic goals in education, economic development, community empowerment and growing post-16 send sufficiency without capital investment. The Centre would then become a dedicated space and curriculum area for provision of post-16 engineering education and training. The Centre is fully equipped for delivery and would provide significant opportunity to grow provision of skills and employment in the city, working towards objectives of The Plymouth Plan (GRO2) and the Plymouth Economic Strategy and move away from provision provided by an unregistered small provider in the city.</p>				
Decision required:	<ol style="list-style-type: none"> 1. To approve Plymouth City Council's in-house adult education provider, On Course South West, in expanding its delivery to incorporate the Plymouth Centre for Engineering Skills. 2. Delegate the TUPE process for approximately 4 FTE staff member to the Head of Skills and Post-16. 3. Accept the initial cost of £100,000 for the purchase of equipment currently within the Centre, this cost will be fully covered by the On Course South West revenue account, so having no loan requirement. 4. Delegate to the Head of Land and Property authority to enter into leasing arrangements within the parameters set out in the Part II document, for the premises at 71 Sisna Park Road, PL6 7AE. 				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	X
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes		No	X
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>	No adverse impact	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.

<p>Care experienced individuals (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	<p>No adverse impact, working to grow provision for post-16 SEND</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p>Gender reassignment</p>	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p>Marriage and civil partnership</p>	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p>Pregnancy and maternity</p>	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p>Race</p>	<p>In 2021, 94.9 per cent of Plymouth’s population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p>Religion or belief</p>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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<p>Sexual orientation</p>	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p>	<p>No adverse impact</p>	<p>Successful transition of the Plymouth Centre for Engineering Skills to On Course South West (OCSW) will ensure continuity of provision to all learners and employers.</p> <p>Existing staff move across to Plymouth City Council (PCC) as part of On Course South West, maintaining continuity of management and delivery.</p> <p>Build additional post-16 SEND provision, delivering level 1 and level 2 engineering courses (there is currently a gap in provision for small groups of high needs learners), ensuring that young people are able to access apprenticeships and high value jobs through a registered provider, and reduce expensive placements funded via the high needs funding.</p>	<p>On Course South West as part of Education, Participation and Skills will look to complete this transition ready for next academic year.</p>
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SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department

<p>Work together in partnership to:</p> <ul style="list-style-type: none"> ▪ promote equality, diversity and inclusion ▪ facilitate community cohesion ▪ support people with different backgrounds and lived experiences to get on well together 			
<p>Give specific consideration to care experienced people to improve their life outcomes, including access to training, employment and housing.</p>			
<p>Build and develop a diverse workforce that represents the community and citizens it serves.</p>			
<p>Support diverse communities to feel confident to report crime and anti-social behaviour, including hate crime and hate incidents, and work with partners to ensure Plymouth is a city where everybody feels safe and welcome.</p>			