

Annex 8: Equality Impact Assessment

Purpose of the amendment: To remove reference to the QASA scheme from the Rights of Audience Certification Rules, Associate Prosecutor Rights of Audience and Litigation Certification Rules and Admissions and Licensing Committee Rules.

Protected Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/consultation/data used	Actions to address negative impact (e.g. adjustment to the policy)
Disability	Neutral		
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy and maternity	Neutral		
Race	Neutral		
Religion or belief	Neutral		
Sexual orientation	Neutral		
Sex (gender)	Neutral		
Age	Neutral		

Purpose of the amendment: To introduce additional competencies for the advocacy skills course relating to advocacy in the Youth Court.

Protected Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/consultation/data used	Actions to address negative impact (e.g. adjustment to the policy)
Disability	Neutral		
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy and maternity	Neutral		
Race	Neutral		
Religion or belief	Neutral		
Sexual orientation	Neutral		
Sex (gender)	Neutral		
Age	Neutral		

Purpose of the amendment: To introduce mandatory CPD requirement for CILEX Advocates for criminal proceedings and CILEX Practitioners for criminal proceedings to undertake training on handling vulnerable witnesses as part of the first-year advocacy certificate renewal.

Protected Characteristic Group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/consultation/data used	Actions to address negative impact (e.g. adjustment to the policy)
Disability	Neutral		
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy and maternity	Potential for negative impact	<ul style="list-style-type: none"> • Pregnant women or those on maternity leave may not have the same access to CPD training. • Possibly on reduced income while on maternity leave. 	<ul style="list-style-type: none"> • The CPD training can be undertaken at any point following authorisation as a CILEX Advocate/CILEX Practitioner for criminal proceedings. • There may be an additional cost for renewal by requiring mandatory CPD training to be undertaken however there is a variety of options available in terms of vulnerable witness handling training. • Members of CILEX can apply for a bursary from the CILEX Foundation to help with costs of CPD training.
Race	Neutral		
Religion or belief	Neutral		
Sexual orientation	Neutral		

Sex (gender)	Potential for negative impact	<ul style="list-style-type: none"> • Females are more likely to work part-time and therefore cost of training may negatively impact. • Individuals with caring responsibilities may work part-time so similarly cost of training may cause an issue. 	<ul style="list-style-type: none"> • Variety of training options available on the subject of handling vulnerable witnesses. • Members of CILEX may be able to receive financial support from the CILEX Foundation.
Age	Neutral		