

Equality Impact Assessment

Guidance on completing Equality Impact Assessments can be found on the intranet in the equality and inclusion section

Document:	COVID-19 NQ Estimates Quality Assurance Process (May 2020)
Executive Summary:	<p>The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.</p> <p>In particular, and specifically relevant to Disability and to Poverty and Deprivation, the course specifically references the need to be aware of the difficulties that the current situation may have on access to the support that would normally be available. There is also an additional level of sign-off built into the process.</p>

By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA;

- 1: Does the policy/practice eliminate discrimination, harassment and victimisation?
- 2: Does the policy/practice promote equality of opportunity?
- 3: Does the policy/practice promote good relations?

Protected Characteristic	Commentary <i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;</i>
Age <i>Someone belonging to a particular age, or range of ages</i>	<ol style="list-style-type: none"> 1. Change the policy so impact is no longer negative 2. Justify why it has to be done e.g. health and safety legislation 3. Consider how you are going to mitigate the impact <p>No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.</p>

<p>Care Experienced <i>Someone who has been or is currently in care or from a looked-after background at any stage in their life. This includes adopted children who were previous looked-after.</i></p>	<p>No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.</p>
<p>Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p>No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.</p>
<p>Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p>	<p>No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.</p>
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.</p>
<p>Disability <i>A physical or mental impairment which has a substantial and long-term adverse effective on a person's ability to carry out normal day-to-day activities</i></p>	<p>The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias. The course specifically references the need to be aware of the difficulties that the current situation may have on access to the support that would normally be available. There is an additional level of sign-off built into the process.</p>
<p>Gender identity/ reassignment <i>The process of transitioning from one gender to another (can include changing names, pronouns, dressing differently, medical intervention</i></p>	<p>No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.</p>

<i>and living in their self-identified gender)</i>	
Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.
Sex <i>Gender assigned at birth</i>	No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.
Employment or Trade Union Membership	No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.
Past Criminal Convictions	No negative impact. The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias.
Poverty or Deprivation	The COVID-19 NQ Estimates Quality Assurance Process (May 2020) aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. The process is based directly on SQA guidance and completion of an SQA Academy course that highlights the need for awareness of other factors and implicit bias. The course specifically references the need to be aware of the difficulties that the current situation may have on access to equipment that would normally be available. There may be digital poverty due to the current necessity to deliver online. The College is utilising Bursary funds to provide laptops to students and also data bundles when internet access is poor. The Student Support Network and referral system is available to students to

	help them source appropriate digital access. There is an additional level of sign-off built into the process.
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Owner:	Janet Robertson, Director of Business Improvement & Performance	
Date initiated:	19/5/2020	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> Quality & Approvals Committee members, EIA Team	
Signature (Owner)	Janet Robertson	Date 19/5/2020
Signature (Equalities Officer)	A Brydon	Date 12/6/2020

Please return the completed Equality Impact Assessment to the Equalities Officer (abrydon@borderscollege.ac.uk)