

Equality Impact Assessment

Document:	Equality, Diversity and Inclusion Policy
Executive Summary:	The policy sets out the College's commitment to provide a learning environment that embraces diversity and provides equality of opportunity. The College will ensure that it meets duties set out in the Equality Act 2010. It will be inclusive and supportive of all groups with protected characteristics and to those other groups, such as looked after children and carers, who can experience additional barriers to applying attending and having a positive outcome from college

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> <ol style="list-style-type: none"> 1. <i>Change the policy so impact is no longer negative</i> 2. <i>Justify why it has to be done e.g. health and safety legislation</i> 3. <i>Consider how you are going to mitigate the impact</i>
Age <i>Someone belonging to a particular age, or range of ages</i>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.
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>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion gives due regard to all Public Sector Equality Duties.

<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 impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.</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 impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.</p>
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.</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>No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.</p>
<p>Gender identity/ reassignment <i>The process of transitioning from one gender to another (can include changing names, pronouns, dressing differently, medical intervention and living in their self-identified gender)</i></p>	<p>No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.</p>
<p>Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i></p>	<p>No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy exists to progress all Public Sector Equality Duties.</p>

Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.
Sex <i>Gender assigned at birth</i>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.
Student Carer <i>Providing unpaid care to a family member or friend who could not cope without their support.</i>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.
Employment or Trade Union Membership	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.
Past Criminal Convictions	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.
Poverty or Deprivation	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy gives due regard to all Public Sector Equality Duties.

Owner:	Amy Brydon	
Date initiated:	30/03/2020	
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Signature (Owner)	A Brydon	Date 21/05/2020
Signature (Equalities Officer)	A Brydon	Date 12/06/2020