

Equality Impact Assessment

Document:	Equality Impact Assessment Procedure & Guidance
Executive Summary:	The Equality Impact Assessment (EIA) Procedure & Guidance provides support for managers/policy owners to complete robust and well-considered EIAs throughout the process of developing/updating college systems, policies or procedures. The new EIA process calls for completion of a full impact assessment for all organisational change, including an appropriate level of consultation with relevant groups. The development of this procedure will promote equality of opportunity and aims to minimise direct or indirect discrimination across all protected characteristics.

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>	Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
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>	Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.

<p>Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p>Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</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>Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</p>
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</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>Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</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>Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</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>Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</p>

Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Sex <i>Gender assigned at birth</i>	Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Student Carer <i>Providing unpaid care to a family member or friend who could not cope without their support.</i>	Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Employment or Trade Union Membership	Positive impact The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Past Criminal Convictions	Positive impact The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
Poverty or Deprivation	Positive impact. The EIA procedure & guidance aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.

Owner:	A Brydon	
Date initiated:	1 st May 2020	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> Equalities & Inclusion Committee	
Signature (Owner)	A Brydon	Date 1/05/2020
Signature (Equalities Officer)	A Brydon	Date 12/6/2020