

# Equality Impact Assessment

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

Document:	<i>NPA Playwork and Childcare GL2Y45</i>
Executive Summary:	<i>The introduction of a childcare course at level 5 will provide a clear pathway for a trained workforce to provide staffing for increased childcare funded places. This should have no negative impact on equalities.</i>

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?

<b>Protected Characteristic</b>	<p>Commentary</p> <p><i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;</i></p> <ol style="list-style-type: none"> <li><i>1. Change the policy so impact is no longer negative</i></li> <li><i>2. Justify why it has to be done e.g. health and safety legislation</i></li> <li><i>3. Consider how you are going to mitigate the impact</i></li> </ol>
<p><b>Age</b></p> <p><i>Someone belonging to a particular age, or range of ages</i></p>	<p><i>No negative impact identified, course attracts a mix of young and mature learners</i></p>
<p><b>Care Experienced</b></p> <p><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><i>No negative impact identified, and takes positive action to provide places for students from a care experienced background. .</i></p>

<p><b>Marriage/Civil Partnership</b>  <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p><i>No negative impact identified</i></p>
<p><b>Race</b>  <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p>	<p><i>No negative impact identified</i></p>
<p><b>Sexual Orientation</b>  <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p><i>No negative impact identified</i></p>
<p><b>Disability</b>  <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><i>No negative impact identified.</i></p>
<p><b>Gender identity/ reassignment</b>  <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><i>No negative impact identified</i></p>
<p><b>Pregnancy/maternity</b>  <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i></p>	<p><i>No negative impact identified</i></p> <p>Risk assessments to be completed for all pregnant students to identify potential H&amp;S risks and mitigate where possible.</p>

<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<i>No negative impact identified,</i>
<b>Sex</b> <i>Gender assigned at birth</i>	<i>No negative impact identified but the course does attract predominantly female learners.</i>  <i>Continue to monitor course enrolments and consider more marketing strategies to attract more male students if necessary</i>
<b>Employment or Trade Union Membership</b>	<i>No negative impact identified</i>
<b>Past Criminal Convictions</b>	<i>No negative impact identified</i>
<b>Poverty or Deprivation</b>	<i>No negative impact identified, course costs and bursaries are provided and cover cost of PVG for placement</i>

Owner:	Joan Cairney	
Date initiated:		
Consultation:	, <i>Student Association/Equalities officer</i>	
Signature (Owner)	<i>Joan Cairney</i>	Date
Signature (Equalities Officer)	Amy Brydon	Date 14 May 2021

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