

Equality Impact Assessment

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

Document:	Online Enrolment
Executive Summary:	The new process will enable the student to enrol online replacing a paper enrolment form. All students who are required to enrol online will have already completed an online application, so it is not anticipated that there will be any negative impact.

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	<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"> 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>
<p>Age</p> <p><i>Someone belonging to a particular age, or range of ages</i></p>	<i>No negative impact identified.</i>
<p>Care Experienced</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>	<i>No negative impact identified.</i>

<p>Marriage/Civil Partnership <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>Race <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>Sexual Orientation <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>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><i>No negative impact identified.</i></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><i>No negative impact identified.</i></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><i>No negative impact identified.</i></p>
<p>Religion or Belief <i>Religious and</i></p>	<p><i>No negative impact identified.</i></p>

<i>philosophical beliefs, including lack of belief (atheism)</i>	
Sex <i>Gender assigned at birth</i>	<i>No negative impact identified.</i>
Student Carer <i>Providing unpaid care to a family member or friend who could not cope without support.</i>	<i>No negative impact identified.</i>
Employment or Trade Union Membership	<i>No negative impact identified.</i>
Past Criminal Convictions	<i>No negative impact identified.</i>
Poverty or Deprivation	<i>Digital poverty may impact the applicant completing an online enrolment. To mitigate this impact, all applicants who have been issued with an offer of place will be invited to induction whether they have pre-enrolled or not. Students who attend induction who have not pre-enrolled will be given the opportunity to enrol on a college device.</i>

Owner:	Joanne George	
Date initiated:	03.06.2020	
Consultation:	<i>MIS, AP's, CLM's, Student Services.</i>	
Signature (Owner)	Joanne George	Date 03.06.2020
Signature (Equalities Officer)	Amy Brydon	Date 08.07.2020

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