

Equality Impact Assessment

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

Document:	Strategic Ambition 2020-2025
Executive Summary:	<p>The Strategic Ambition outlines the College's vision and priorities for improvement over the next 5 years. It was developed in consultation with students, staff and key stakeholders.</p> <p>Strategic Ambition To provide innovative, life-changing learning opportunities that prepare our students for global citizenship.</p> <p>Values Inspiring Innovative Collaborative Inclusive Empowering</p> <p>Behaviours Be respectful Value the contribution of everyone Be a positive role model Behave as one team Strive for Excellence</p> <p>It is not envisaged that the plan will lead to a negative impact on any specific group. With inclusion as a key value, this ensures that all strands of the Equality Act 2010 will be considered to improve accessibility for our students, staff and visitors.</p> <p>Our commitment to be an empowering organisation means that we will encourage students and staff to communicate their ideas and feedback effectively in order to shape a more inclusive environment in which to learn and work.</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	<p>Commentary</p> <p><i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;</i></p> <p><i>1. Change the policy so impact is no longer negative</i></p>
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	<p>2. <i>Justify why it has to be done e.g. health and safety legislation</i></p> <p>3. <i>Consider how you are going to mitigate the impact</i></p>
<p>Age <i>Someone belonging to a particular age, or range of ages</i></p>	No negative impact identified.
<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>	No negative impact identified.
<p>Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	No negative impact identified.
<p>Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p>	No negative impact identified.
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	No negative impact identified.
<p>Disability <i>A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities</i></p>	No negative impact identified.

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>	No negative impact identified.
Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	No negative impact identified.
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impact identified.
Sex <i>Gender assigned at birth</i>	No negative impact identified.
Employment or Trade Union Membership	No negative impact identified.
Past Criminal Convictions	No negative impact identified.
Poverty or Deprivation	No negative impact identified.

Owner:	Angela Cox – College Principal	
Date initiated:		
Consultation:	Student Association / Equalities Officer / Student Services	
Signature (Owner)	<i>A. Anderson</i>	Date: 26 Oct 20
Signature (Equalities Officer)	Amy Brydon	Date: 05/08/2020

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