

Equality Impact Assessment

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

Document:	<i>Data Protection V2.1</i>
Executive Summary:	<p><i>Provide a brief summary – does the proposed change have any negative effect on one or more group of individuals? If yes, what adjustments/recommendations have been made to remedy negative impacts?</i></p> <p>Positive impact across all protected groups:</p> <ul style="list-style-type: none"> • Policy ensures data pertaining to individuals with protected characteristics is processed and used lawfully, and is stored safely.

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>
Age <i>Someone belonging to a particular age, or range of ages</i>	<i>Legal measures in place to safeguard children.</i>

<p>Care Experienced 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.</p>	<p><i>Legal measures in place to safeguard individuals at risk</i></p>
<p>Marriage/Civil Partnership Married couples and civil partnership should be treated the same on a wide range of matters</p>	<p><i>This is not a factor for data protection purposes, legal protection for equality or opportunity of treatment</i></p>
<p>Race Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</p>	<p><i>This is not a factor for data protection purposes, legal protection for equality or opportunity of treatment</i></p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>This is not a factor for data protection purposes, legal protection for equality or opportunity of treatment</i></p>
<p>Disability 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</p>	<p><i>This is not a factor for data protection purposes, legal protection for equality or opportunity of treatment</i></p>
<p>Gender identity/ reassignment 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)</p>	<p><i>This is not a factor for data protection purposes, legal protection for equality or opportunity of treatment</i></p>

Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	<i>This is not a factor for data protection purposes, legal protection for equality or opportunity</i>
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<i>This is not a factor for data protection purposes, legal protection for equality or opportunity</i>
Sex <i>Gender assigned at birth</i>	<i>This is not a factor for data protection purposes, legal protection for equality or opportunity</i>
Student Carer <i>Providing unpaid care to a family member or friend who could not cope without support.</i>	<i>This is not a factor for data protection purposes, legal protection for equality or opportunity</i>
Employment or Trade Union Membership	<i>This is not a factor for data protection purposes, legal protection for equality or opportunity</i>
Past Criminal Convictions	<i>This is not a factor for data protection purposes, legal protection for equality or opportunity</i>
Poverty or Deprivation	<i>This is not a factor for data protection purposes, legal protection for equality or opportunity</i>

Owner:	Hazel Robertson	
Date initiated:	4/10/2021	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i>	
Signature (Owner)	<i>H Robertson</i>	Date 04/10/21
Signature (Equalities Officer)	A Brydon	Date 06/10/21

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