

Equality Impact Assessment

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

Document:	<i>What policy/procedure is under review?</i> Family Leave Policy
Executive Summary:	<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> This is a policy to support staff who need time away from work for family reasons, including pregnancy and maternity, paternity etc.

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"> <i>1. Change the policy so impact is no longer negative</i> <i>2. Justify why it has to be done e.g. health and safety legislation</i> <i>3. 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>	No negative impacts identified.
<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</i></p>	No negative impacts identified..

<p><i>children who were previous looked-after.</i></p>	
<p>Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p>No negative impacts identified.</p> <p>There may be some positive impacts as staff in this category are more likely to require time away from work to support family and this policy will provide the support to ensure that we retain staff in employment through supporting them during these times.</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>Inequalities in healthcare in the UK means that People of Colour are more likely to experience ill health than White people, e.g. Black women are more likely to experience complications surrounding pregnancy and childbirth than White women.</p> <p>Line managers should be aware of these inequalities and the impact this may have on the levels of family leave staff members may need to take if caring for/supporting a family member who is from a BME group.</p>
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>No negative impacts identified</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>Staff members caring for a disabled family member may require more family leave than those caring for non-disabled family members. Line managers should be aware of this and provide the appropriate support in line with the family leave policy.</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>No negative impacts identified</p>

Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	No negative impacts identified. There may be some positive impacts as staff in this category are more likely to require time away from work to support family and this policy will provide the support to ensure that we retain staff in employment through supporting them during these times.
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impacts identified
Sex <i>Gender assigned at birth</i>	No negative impacts identified
Employment or Trade Union Membership	No negative impacts identified
Past Criminal Convictions	No negative impacts identified
Poverty or Deprivation	No negative impacts identified. There may be some positive impacts as staff in this category through this policy will continue to be paid if they require time away from work to support family and this policy will provide the support to ensure that we retain staff in employment through supporting them during these times.

Owner:	Deborah Kerr	
Date initiated:	March 2022	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> JCCP and staff through the Staff and Union representatives	
Signature (Owner)	<i>Deborah M Kerr</i>	Date 03.2022
Signature (Equalities Officer)	Amy Brydon	Date 03.2022

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