

# 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> Working Off Site Policy
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>This is a policy to support staff who work off site and should be read in conjunction with the hybrid working toolkit.</p> <p>This policy has positive impacts across all protected characteristics as it provides a flexible approach to working which in certain circumstances can be beneficial to both the member of staff and the College.</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?

<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>
<b>Age</b> <i>Someone belonging to a particular age, or range of ages</i>	<p>No negative impacts identified.</p> <p>Positive impact – enables flexibility</p>

<p><b>Care Experienced</b>  <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>No negative impacts identified.</p> <p>There may be some positive impacts as a better life/work balance may be possible through this policy to support this group. This procedure will provide support to maintain the individuals in employment.</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>No negative impacts identified</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>No negative impacts identified</p>
<p><b>Sexual Orientation</b>  <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>No negative impacts identified</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>No negative impacts identified.</p> <p>There may be some positive impacts as a better life/work balance may be possible through this policy to support this group. This procedure will provide support to maintain the individuals in employment.</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>No negative impacts identified</p>

<b>Pregnancy/maternity</b> <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 a better life/work balance may be possible through this policy to support this group. This procedure will provide support to maintain the individuals in employment.
<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impacts identified
<b>Sex</b> <i>Gender assigned at birth</i>	No negative impacts identified
<b>Employment or Trade Union Membership</b>	No negative impacts identified
<b>Past Criminal Convictions</b>	No negative impacts identified
<b>Poverty or Deprivation</b>	No negative impacts identified.  There may be some positive impacts as a better life/work balance (reduced cost of attending work) may be possible through this policy to support this group. This procedure will provide support to maintain the individuals in employment.

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](mailto:abrydon@borderscollege.ac.uk))