

Equality Impact Assessment

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

Document:	<i>Transporting Sick or injured persons</i>
Executive Summary:	<p><i>This policy/procedure will help ensure that the College complies with the following Health and Safety at Work Act, 1974. Health and Safety at Work Regulations 1999. Workplace (Health, safety and Welfare) Regulations 1992.</i></p> <p><i>Overall, it is anticipated that this policy will have a positive impact on all protected characteristic groups for the following reasons:</i></p> <ul style="list-style-type: none"> <i>- The provision of procedures relating to accessing occupational health and the safety and welfare of all staff and students.</i> <i>- Details on arrangements and procedures for specific work activities within the college.</i>

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 <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>
Age <i>Someone belonging to a particular age, or range of ages</i>	<p>Risk: <i>Those that are experiencing College as a new environment may feel more anxious or vulnerable when sick or injured on campus.</i></p> <p>Mitigation: <i>Unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures, this will ensure that staff</i></p>

	<p>are aware of any disclosed conditions which may affect how they behave or what treatment they require.</p> <p>Medical Needs Forms and PEEPS to be completed as necessary.</p>
<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>There is no negative impact.</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>The is no negative impact</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>The is no negative impact</i></p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>The is no negative impact</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>Risk: Disabled people may be more likely to require support through this policy.</p> <p>Mitigation: A unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures. Medical Needs Form and PEEP in place where necessary. A friend/family member or member of staff to attend hospital with them to explain/discuss any disclosed impairment</p> <p><i>The College has a flexible approach to always ensure support.</i></p>

	<i>The College will ensure that reasonable adjustments are made where practicable.</i>
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>Risk: <i>Students may request a chaperone of a particular gender, e.g. if the individual has been a victim of gender-based violence.</i></p> <p>Mitigation: <i>Where a friend or family member is not available, the College will identify an appropriate first aider.</i></p>
Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	<p>Risks: <i>Pregnant people and new mothers may be more prone to injury, which may not become apparent until after birth. Postural problems can occur at different stages of pregnancy</i></p> <p>Risk of physical injury: <i>Some work carries the risk of physical injury, and the consequences for pregnant workers and new mothers can be more serious. Unique risk assessments in place.</i></p> <p>Exposure to harmful substances: <i>Many chemical and biological agents can cause harm to pregnant people or new mothers. They can also be passed on to their child during pregnancy or breastfeeding.</i></p> <p><i>These could include:</i></p> <p><i>Lead, radioactive material, toxic chemicals such as mercury and pesticides, infectious diseases, antimetabolic (cytotoxic) drugs.</i></p> <p>Mitigation: <i>Unique Risk Assessment to be in place.</i></p> <p><i>Friend/family member or member of staff to attend hospital with the individual.</i></p> <p><i>The College has a flexible approach to always ensure support.</i></p>
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<p>Risk: <i>For religious or cultural reasons a student or staff member may request a chaperone of a particular gender.</i></p>

	Mitigation <i>Where a friend or family member is not available, the College will identify an appropriate first aider.</i>
Sex <i>Gender assigned at birth</i>	<i>The is no negative impact</i>
Employment or Trade Union Membership	<i>The is no negative impact</i>
Past Criminal Convictions	<i>The is no negative impact</i>
Poverty or Deprivation	<i>The is no negative impact</i>

Owner:	Katrina Fitzgerald	
Date initiated:	14 th September	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> <i>Health & Safety Committee</i>	
Signature (Owner)	<i>Katrina Fitzgerald</i>	Date 14/09/2023
Signature (Equalities Officer)	Amy Brydon	Date 14/09/2023

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