

# 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> Proposed Structural Alignment June 2024
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> <ol style="list-style-type: none"> <li>1. Line management for the E-Learning Team will move from the Director of MIS and E-Learning to the Director of IT and Digital.</li> <li>2. Line management for Quality Improvement will move from the Assistant Principal – Curriculum and Quality to the Director MIS and E-Learning.</li> <li>3. Line management for the Rural Skills and SRA team will move from the Assistant Principal - Curriculum and Quality to the Assistant Principal – Curriculum and Sustainability.</li> <li>4. Line management for the Student Association will move from the Quality Improvement Manager to the Director of Student Support Services.</li> <li>5. Line management for Equalities and Learning and Teaching Enhancement will move from the Quality Improvement Manager to the Director of People Services.</li> </ol>

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>1. <i>Change the policy so impact is no longer negative</i></li> </ol>
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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><b>Age</b>  <i>Someone belonging to a particular age, or range of ages</i></p>	<p>As these structural changes only involve moving departments and line management structure no negative impacts have been identified.</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>As these structural changes only involve moving departments and line management structure no negative impacts have been identified.</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>As these structural changes only involve moving departments and line management structure no negative impacts have been 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>As these structural changes only involve moving departments and line management structure no negative impacts have been identified.</p>
<p><b>Sexual Orientation</b>  <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>As these structural changes only involve moving departments and line management structure no negative impacts have been 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>As these structural changes only involve moving departments and line management structure no negative impacts have been identified.</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>	As these structural changes only involve moving departments and line management structure no negative impacts have been identified.
<b>Pregnancy/maternity</b> <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	As these structural changes only involve moving departments and line management structure no negative impacts have been identified.
<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	As these structural changes only involve moving departments and line management structure no negative impacts have been identified.
<b>Sex</b> <i>Gender assigned at birth</i>	As these structural changes only involve moving departments and line management structure no negative impacts have been identified.
<b>Employment or Trade Union Membership</b>	As these structural changes only involve moving departments and line management structure no negative impacts have been identified.
<b>Past Criminal Convictions</b>	As these structural changes only involve moving departments and line management structure no negative impacts have been identified.
<b>Poverty or Deprivation</b>	As these structural changes only involve moving departments and line management structure no negative impacts have been identified.

Owner:	Deborah Kerr	
Date initiated:	July 2024	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> All affected staff, trade unions and all staff	
Signature (Owner)	<i>Deborah M Kerr</i>	Date 08.07.2024
Signature (Equalities Officer)	<i>Hilary Broatch</i>	Date 27.7.24

Please return the completed Equality Impact Assessment to the Equalities Officer ([hbroach@borderscollege.ac.uk](mailto:hbroach@borderscollege.ac.uk))