

Equality Impact Assessment

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

Document:	<i>Vision 2030 – Your College, Your Future</i>
Executive Summary:	<i>Vision 2030 sets out the College’s strategic ambition for the next 5 years. It does not directly affect any particular group, although the supporting strategies and subsequent action plans are all intended to promote and enable inclusion. This is set out in our values, which are expected to filter through all supporting strategies.</i>

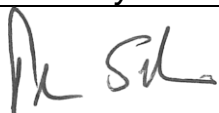
By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA;

- 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</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>	<p><i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion and our policies are designed to recruit and retain the best staff, regardless of age. Our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups.</i></p>
<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 children who were previous looked-after.</i></p>	<p><i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups. We have a particular focus on ensuring care experienced students are supported to succeed.</i></p>

Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i>	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion and treating everyone equally. Our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups.</i>
Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i>	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion and diversity. Our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups</i>
Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i>	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion and diversity. Our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups.</i>
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>	<i>We do not anticipate any negative impact. There should actually be positive impacts, principally through our Estates Strategy and Digital and Data Strategy, in enabling our services to be more easily accessible both physical and technologically. Our People Strategy is founded on the basis of inclusion.</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>	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion and diversity and our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups</i>
Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion and our policies are designed to support individuals in their employment, including through pregnancy/after childbirth and when supporting young families. Our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups</i>
Religion or Belief <i>Religious and</i>	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the</i>

<i>philosophical beliefs, including lack of belief (atheism)</i>	<i>basis of inclusion diversity. Our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups. In both cases, we will be flexible to allow for religious beliefs.</i>
Sex <i>Gender assigned at birth</i>	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion diversity. Our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups</i>
Employment or Trade Union Membership	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion, we support and encourage trade union membership, and our working practices allow flexibility for attendance at union duties.</i>
Past Criminal Convictions	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion and, except where prevented from doing so to protect others our policies are designed to support individuals in their (re)employment, where appropriate.</i>
Poverty or Deprivation	<i>We do not anticipate any negative impact. Our values should ensure positive impacts: Our People Strategy is founded on the basis of inclusion and will employ flexibility in supporting individuals. Our Skills and Enterprise Strategy will be designed to improve inclusion and success across all groups, including supporting individuals financially to successfully complete courses of study.</i>

Owner:	Principal & CEO	
Date initiated:	03 September 2025	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Trade Unions, Borders College Student Association, Equality Diversity & Inclusion Officer</i>	
Signature (Owner)		Date 04/09/2025
Signature (Equalities Officer)	<i>Hilary Broatch</i>	Date 3.9.25

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