

EQIA Template

Please refer to the guidance document to support the completion of this EQIA.
This EQIA has five sections A, B, C, D & E

Section A: Planning Process

Information Required	Response
EQIA Owner	Equality, Diversity & Inclusion Officer
Policy, practice, process, project/activity or delivery change being assessed.	Equality Outcomes Action Plan 2025-29
Purpose and anticipated outcomes.	Borders College has responsibilities under the Equality Act 2010 to comply with the Public Sector Equality Duty (PSED). This duty aims to make sure that organisations are thinking about how their decisions, plans and policies affect people with different protected characteristics. Overall, the aim of this action plan is to address national and college inequalities as identified in the SFC's National Equality Outcomes, and through the College Mainstreaming Report 2025.
Is this a new or existing policy, practice, process, project/activity or delivery change being assessed?	New Action Plan
List of participants and who will be consulted in EQIA <i>e.g. staff, stakeholders, students, etc.</i>	EDI Officer, Director of Student Services, Assistant Principal of Curriculum & Delivery, Equalities & Inclusion Committee, Director of People Services, BCSA.
Who is likely to be affected? <i>e.g. employees, visitors, contractors, women, men, young people, older people, people with disabilities etc.</i>	This action plan aims to positively impact identified protected groups but will also apply to all groups and individuals.
What evidence is available of how the policy/decision, etc. affects, or may affect, protected groups? <i>Evidence could be data, research, gaps, consultation etc</i>	Borders College Equality Outcomes Action Plan 2025-29 includes specific outcomes, within our power to achieve, based on evidence for an equality group, such as those who share a particular protected characteristic or group of protected characteristics. The Equality Outcomes Action Plan 2025-29 has been built around a number of evidence sources which include data trends, staff and student surveys and focus groups, evaluation of processes and systems.



Are there any other policies, practices etc. that may be affected?	Should any policies, practices etc need revised, updated or changed as a result of the work within the action plan, an EQIA shall be considered and carried out.
Date EQIA started	April 2025
Completion date	April 2025

Section B: Meeting the Public Sector Equality Duty (PSED)

Please state in the column of 'Information Provided' how this policy, practice, process, project/activity or delivery change will comply with each/any element of the PSED listed in the first column.

PSED	Information Provided
Eliminating discrimination, harassment, and victimisation	The Equality Outcomes Action Plan takes into account all 3 elements of this general duty.
Advance equality of opportunity between people who share a protected characteristic and those who do not <ul style="list-style-type: none"> • Removing disadvantage • Meeting different needs • Encouraging participation 	The Equality Outcomes Action Plan takes into account all 3 elements of this general duty.
Foster good relations between people who share a protected characteristic and those who do not. <ul style="list-style-type: none"> • Tackling prejudice • Promoting understanding 	The Equality Outcomes Action Plan takes into account all 3 elements of this general duty.

Section C: Assessing Impact

Please consider the impact this policy, practice, process, project/activity or delivery change will have on equality groups. Place 'X' in relevant impact box and provide further details. Further information on Equality groups can be found in Appendix 1.

Equality Group	Positive Impact	Negative Impact	No Impact	Describe the changes or actions (if any) you plan to take to mitigate or maximise impact.
Age	x			
Disability	x			
Race	x			
Sex	x			
Gender Reassignment	x			
Sexual Orientation	x			
Religion or Belief	x			
Pregnancy or Maternity			x	The Action Plan will have no negative impact on this protected group.
Mariage or civil Partnership			x	The Action Plan will have no negative impact on this protected group.
Additional Characteristics				
Corporate Parenting / Care Experienced	x			
Poverty or Social Deprivation	x			
Past Criminals Convictions			x	The Action Plan will have no negative impact on this group.

Employment or Trade Union Members			x	The Action Plan will have no negative impact on this protected group.
Armed Forces Community			x	The Action Plan will have no negative impact on this protected group.
Those with experience of Trauma	x			

Section D: Acting on the result of the EQIA

Before submitting this, please choose one of the outcomes listed below to show the final decision as a result of this EQIA.

<ul style="list-style-type: none"> No barriers identified – the assessment is that the policy, practice, process, project/activity or delivery change is/will be robust and can proceed. 	x
<ul style="list-style-type: none"> Adapt, adjust or change the policy, practice, process, project/activity or delivery change – this involves taking steps to remove bias and any barriers, to better advance equality and/or to foster good relations. 	
<ul style="list-style-type: none"> Barriers and impact identified however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy, practice, process, project/activity or delivery change. Therefore, you are going to proceed with caution knowing that it may favour some people less than others, providing justification for this decision. 	
<ul style="list-style-type: none"> Stop the policy, practice, process, project/activity or delivery change as there are adverse effects cannot be prevented/mitigated against. 	

Section E: Monitoring and Sign Off

Monitoring

When will the policy, practice, process, project/activity or delivery change be reviewed?	Borders College will monitor progress of the Equality Outcomes and Action Plan 2025-29 on an ongoing basis through regular meetings between the Outcomes Leads and the Equalities & Inclusion Committee. Updates will also be provided to the Senior Leadership Team, the Curriculum, Quality & Student Experience Committee, and to the Regional Board where appropriate. The Action Plan will be updated for publication every 2 years and fully reported on the Mainstreaming Report 2029.
Can this EQIA be published in full now? (yes or no)	Yes



If 'no' please specify when it may be published or indicate restrictions that apply e.g. committee schedule process	
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Sign off

EQIA Owner	Equality, Diversity & Inclusion Officer
Date	April 2025
EDI Officer	<i>Hilary Broatch</i>
Date	April 2025

Please send the completed EQIA to the Equality, Diversity & Inclusion Officer
hbroatch@borderscollege.ac.uk