

EQIA

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, Diversity & Inclusion Policy
Purpose and anticipated outcomes.	The College is committed to meeting the obligations and duties set out for public bodies in the Equality Act 2010 and related legislation. The policy sets out the College's commitment to provide a learning and working environment that embraces diversity and provides equality of opportunity.
Is this a new or existing policy, practice, process, project/activity or delivery change being assessed?	Existing Policy
List of participants and who will be consulted in EQIA e.g. <i>staff, stakeholders, students, etc.</i>	Equalities & Inclusion Committee, EDI Officer, Director of People Services, BSCA.
Who is likely to be affected? e.g. <i>employees, visitors, contractors, women, men, young people, older people, people with disabilities etc.</i>	This policy applies 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>	This policy aims to have a positive effect on all protected groups.
Are there any other policies, practices etc. that may be affected?	Equality, Diversity & Inclusion feature across all functions of Borders College.
Date EQIA started	July 2025

Completion date	August 2025
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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 purpose of this policy 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 purpose of this policy 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 purpose of this policy 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			
Mariage or civil Partnership	X			
Additional Characteristics				
Corporate Parenting / Care Experienced	X			
Poverty or Social Deprivation	X			
Past Criminals Convictions	X			

Employment or Trade Union Members	X			
Armed Forces Community	X			
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?	August 2027
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	

**Sign off**

EQIA Owner	Hilary Broatch
Date	August 2025
EDI Officer	<i>Hilary Broatch</i>
Date	August 2025

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