

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	Health & Safety Manager
Policy, practice, process, project/activity or delivery change being assessed.	Drone Policy & Procedure (March 2026)
Purpose and anticipated outcomes.	This policy outlines the safe, lawful and responsible use of drones (UAVs) on behalf of Borders College for educational, promotional and operational purposes. It aims to ensure compliance with aviation law, protect safety, maintain privacy, and minimise risks to staff, students and the public.
Is this a new or existing policy, practice, process, project/activity or delivery change being assessed?	New policy (March 2026)
List of participants and who will be consulted in EQIA <i>e.g. staff, stakeholders, students, etc.</i>	Health & Safety Manager, IT & Digital Team Leader, Marketing Manager, Estates & Facilities, Senior Leadership Team, Equality, Diversity & Inclusion Officer, external contractors (where applicable)
Who is likely to be affected? <i>e.g. employees, visitors, contractors, women, men, young people, older people, people with disabilities etc.</i>	Staff, students, contractors, visitors, members of the public, and individuals captured in drone recordings or operating within drone flight areas
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>	The policy includes provisions on safety, risk assessment, privacy, and consent, recognising the need to protect individuals and avoid harm or intrusion. It highlights the importance of data protection and respecting individuals when capturing images or footage.
Are there any other policies, practices etc. that may be affected?	Policy aligns with the following: Health & Safety Policy, Data Protection Policy, Safeguarding Policy, Marketing & Media Consent Policy, IT Acceptable Use Policy

Date EQIA started	May 2026
Completion date	May 2026

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 policy ensures all drone usage is authorised, controlled and compliant with legislation, reducing risk of misuse (e.g. intrusive filming) that could lead to harassment or discrimination.
Advance equality of opportunity between people who share a protected characteristic and those who do not • Removing disadvantage • Meeting different needs • Encouraging participation	By requiring risk assessments, consent, and safety controls, the policy helps ensure vulnerable individuals are protected and that drone use does not create barriers to participation or access to the college environment.
Foster good relations between people who share a protected characteristic and those who do not. • Tackling prejudice • Promoting understanding	The policy promotes respect for privacy, safe behaviour, and responsible use of technology, supporting trust and positive relationships between staff, students, and the public.

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			Impact: Positive – protects young people through strict safety and consent requirements. Actions: Supervision and safeguarding during drone activity.
Disability	x	x		Impact: May present barriers (e.g. awareness of drone activity, sensory sensitivity). Actions: Clear signage, communication of drone use, and accessible information; consider neurodiversity and sensory impacts.
Race	x	x		Impact: Privacy protections support all individuals. Risks: Misuse of imagery could disproportionately affect minority groups. Actions: Strict consent procedures and data protection compliance.
Sex			x	No differential impact identified. Policy applies equally.
Gender Reassignment		x		Impact: Risk where images/video capture sensitive personal information. Actions: Strong data protection, consent and secure data handling.
Sexual Orientation			x	Neutral impact. Ensure respectful use of recorded content.
Religion or Belief	x	x		Impact: Filming may conflict with religious beliefs. Actions: Provide notice and opt-out opportunities where appropriate.
Pregnancy or Maternity	x			Impact: Safety requirements reduce physical risk exposure. Actions: Ensure safe distances during operations.
Mariage or civil Partnership			x	No impact identified.

Additional Characteristics				
Corporate Parenting / Care Experienced	x			Protection through safeguarding, privacy and consent measures.
Poverty or Social Deprivation			x	No direct impact identified.
Past Criminals Convictions			x	No impact identified.
Employment or Trade Union Members			x	No impact identified.
Armed Forces Community			x	No impact identified.
Those with experience of Trauma	x	x		Drone use (noise/filming) may trigger anxiety. Actions: Advance notice and sensitive management of operations.

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.

No barriers identified – the assessment is that the policy, practice, process, project/activity or delivery change is/will be robust and can proceed.	
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.	x The policy is generally robust and promotes safety, legal compliance, and privacy. However, enhancements are recommended to strengthen equality considerations: - Clear communication in advance of drone use - Accessible information for all



	users (including disabled individuals) • Stronger emphasis on consent and opt-out options • Consideration of sensory and trauma-related impacts These improvements will ensure the policy is fully inclusive and aligned with equality duties.
• 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.	
• 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?	March 2028 (or earlier following legislative changes)
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	Katrina J Fitzgerald
Date	May 2026
EDI Officer	<i>Hilary Broatch</i>
Date	May 2026

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