

# Equality Impact Assessment

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

Document:	<b>Student Enrolment and Induction Procedure</b>
Executive Summary:	<p>The Induction Procedure outlines steps the college will take to provide students with an overview of the student experience. As a result of Covid-19, induction activities will be delivered online. Remote delivery has potential negative impacts for a number of protected characteristics, most notably <b>disability</b> and <b>poverty or deprivation</b> in relation to accessibility of online materials and digital resources. The college should also consider flexibility of induction for those with caring responsibilities. The college has taken steps to ensure these impacts are mitigated in the following ways:</p> <ul style="list-style-type: none"> <li>• All students will meet their Achievement Coach during induction (dedicated contact for pastoral support)</li> <li>• Students will meet key support services</li> <li>• Opportunities available for students to interact with each other</li> <li>• Pre-enrolment transitions support for all relevant students including e-learning courses, summer schools, study sessions and IT support.</li> <li>• Engagement with the Students' Association</li> </ul>

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> <li>2. <i>Justify why it has to be done e.g. health and safety legislation</i></li> <li>3. <i>Consider how you are going to mitigate the impact</i></li> </ol>
<b>Age</b> <i>Someone belonging to a particular age, or range of ages</i>	No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.

<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>No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics. Dedicated support is available for care-experienced students.</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>No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</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>No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</p>
<p><b>Sexual Orientation</b>  <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</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>No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</p>
<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></p>	<p>No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</p>

<b>Pregnancy/maternity</b> <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
<b>Sex</b> <i>Gender assigned at birth</i>	No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
<b>Employment or Trade Union Membership</b>	No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
<b>Past Criminal Convictions</b>	No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.
<b>Poverty or Deprivation</b>	No negative impact. The Student Enrolment and Induction Procedure aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.

Owner:	L Gilchrist	
Date initiated:	26 May 2020	
Consultation:	Vice Principal C&SS, Assistant Principal, Head of MIS	
Signature (Owner)	L Gilchrist	Date 26 May 2020
Signature (Equalities Officer)	A Brydon	Date 31 May 2020

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