

Equality Impact Assessment

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

Document:	<p><i>What policy/procedure is under review?</i></p> <p><i>Procurement Policy.</i></p>
Executive Summary:	<p><i>Provide a brief summary – does the proposed change have any negative effect on one or more group of individuals? If yes, what adjustments/recommendations have been made to remedy negative impacts?</i></p> <p><i>The policy should have significant positive impacts due to the wide ranging environmental and sustainability provisions.</i></p> <p>Positive impacts are demonstrated across all protected characteristics due to our commitment to contracting only with suppliers that comply with legislation and practice relating to equal opportunities and human rights. This helps us;</p> <ul style="list-style-type: none"> - Ensure money is not spent on practices that lead to discrimination - Deliver services that meet the needs of the college community - Deliver more responsive and flexible services


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"> 1. <i>Change the policy so impact is no longer negative</i>
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	<p>2. <i>Justify why it has to be done e.g. health and safety legislation</i></p> <p>3. <i>Consider how you are going to mitigate the impact</i></p>
<p>Age <i>Someone belonging to a particular age, or range of ages</i></p>	There are no identified impacts.
<p>Care Experienced <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>	There are no identified impacts.
<p>Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	There are no identified impacts.
<p>Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p>	There are no identified impacts.
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	There are no identified impacts.
<p>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></p>	There are no identified impacts.

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>	There are no identified impacts.
Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	There are no identified impacts.
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	There are no identified impacts.
Sex <i>Gender assigned at birth</i>	There are no identified impacts.
Employment or Trade Union Membership	There are no identified impacts.
Past Criminal Convictions	There are no identified impacts.
Poverty or Deprivation	There are no identified impacts.

Owner:	Hazel Robertson	
Date initiated:	12/03/2021	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Procurement team</i>	
Signature (Owner)	<i>H Robertson</i> 	Date 04/10/21
Signature (Equalities Officer)	A Brydon	Date 04/10/21

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

