

# Equality Impact Assessment

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

Document:	<i>What policy/procedure is under review?</i> Sickness Absence Management Policy
Executive Summary:	<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>  Only minor changes have been made to the original document and no negative impacts have been identified. There may be some positive impacts for some staff in being home based.

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><i>1. Change the policy so impact is no longer negative</i></li> <li><i>2. Justify why it has to be done e.g. health and safety legislation</i></li> <li><i>3. Consider how you are going to mitigate the impact</i></li> </ol>
<p><b>Age</b></p> <p><i>Someone belonging to a particular age, or range of ages</i></p>	<p>No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly</p> <p>Positive Impact on older employees being supported while ill.</p>
<p><b>Care Experienced</b></p> <p><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</i></p>	<p>No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly</p> <p>Positive Impact policy supports absence for domestic emergency</p>

<i>children who were previous looked-after.</i>	
<b>Marriage/Civil Partnership</b> <i>Married couples and civil partnership should be treated the same on a wide range of matters</i>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly
<b>Race</b> <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly
<b>Sexual Orientation</b> <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly
<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>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly Positive Impact –paid time off for illness and reasonable adjustments catered for in the policy
<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>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly
<b>Pregnancy/maternity</b>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly

<i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	Positive impact as policy supports absence including absence due to pregnancy
<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly
<b>Sex</b> <i>Gender assigned at birth</i>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly
<b>Employment or Trade Union Membership</b>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly
<b>Past Criminal Convictions</b>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly
<b>Poverty or Deprivation</b>	No negative impacts identified – policy complies with law in order to ensure that all individuals are treated equally and fairly Positive impact as individuals are entitled to paid time off to get better

Owner:	Deborah Kerr	
Date initiated:	20 September 2021	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> Staff through representatives at the JCCP	
Signature (Owner)	<i>Deborah M Kerr</i>	Date 20.09.21
Signature (Equalities Officer)	A Brydon	Date 20.9.21

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