

Equality Impact Assessment

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

Document:	Driving at Work
Executive Summary:	<p>This policy/procedure will help ensure that the College complies with the Health and Safety at Work Act, 1974 and the Management of Health and Safety at Work Regulations 1999. ROSPA Code of Practice. Transport Act 1985</p> <p>The Section 19 Permit Regulations 2009</p> <p>Local Transport Act 2008</p> <p>Provision and Use of Work Equipment Regulations 1998</p> <p>Road Traffic Act 1988</p> <p>Road Vehicles (Construction & Use) Regulations 1986</p> <p>Motor Vehicles (Tests) Regulations 1981</p> <p>Motor Vehicles (Wearing of Seat Belts) Regulations 1993</p> <p>Road Vehicles Lighting Regulations 1989</p> <p>The Public Service Vehicles (Carrying Capacity) Regulations 1984</p> <p>Code of Practice VSE 87/1 Safety of Passengers in Wheelchairs on Buses</p>

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> 2. <i>Justify why it has to be done e.g. health and safety legislation</i> 3. <i>Consider how you are going to mitigate the impact</i>
Age Someone belonging to a particular age, or range of ages	<p><i>In line with the Section 19 Permit Regulations 2009 all drivers must be over 25 years of age to drive mini buses, over 21 years of age if insurance confirmed.</i></p> <p><i>Age limit is 70 years of age – unless licence removed for medical reasons</i></p>

<p>Care Experienced 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.</p>	<p><i>The is no negative impact</i></p>
<p>Marriage/Civil Partnership Married couples and civil partnership should be treated the same on a wide range of matters</p>	<p><i>The is no negative impact</i></p>
<p>Race Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</p>	<p><i>There is no negative impact</i></p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>The is no negative impact</i></p>
<p>Disability 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</p>	<p>Risk Disabled people may require adaptations to vehicle for all vehicles to be used. Relevant driving licence permitting</p> <p>Mitigation -Unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures.</p>
<p>Gender identity/ reassignment 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)</p>	<p><i>There is no negative impact</i></p>

Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	Risk: <i>Fatigue when driving. Back strain especially in later pregnancy</i> Mitigation <ul style="list-style-type: none"> - Consider shorter journeys and additional breaks - Reduce any tasks that may involve bending or stretching - unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures.
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<i>There is no negative impact</i>
Sex <i>Gender assigned at birth</i>	<i>There is no negative risk</i>
Employment or Trade Union Membership	<i>The is no negative impact</i>
Past Criminal Convictions	<i>The is no negative impact</i>
Poverty or Deprivation	<i>The is no negative impact</i>

Owner:	Katrina Fitzgerald	
Date initiated:	24 th May 2022 (updated revision)	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Health & Safety Committee</i>	
Signature (Owner)	<i>Katrina Fitzgerald</i>	Date 24/05/2022
Signature (Equalities Officer)	Amy Brydon	Date: 24/5/2022

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