

Equality Impact Assessment

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

Document:	Lone Working Procedure
Executive Summary:	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, in relation to lone working

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"> <i>1. Change the policy so impact is no longer negative</i> <i>2. Justify why it has to be done e.g. health and safety legislation</i> <i>3. Consider how you are going to mitigate the impact</i>
<p>Age</p> <p><i>Someone belonging to a particular age, or range of ages</i></p>	<p><i>The is no negative impact, However unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures.</i></p> <p><i>The College has a flexible approach to always ensure support.</i></p>
<p>Care Experienced</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 children who were previous looked-after.</i></p>	<p><i>The is no negative impact</i></p>

<p>Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p><i>The is no negative impact</i></p>
<p>Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p>	<p><i>The is no negative impact</i></p>
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p><i>The is no negative impact</i></p>
<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>	<p><i>There is no negative impact. However unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures.</i></p> <p><i>The College has a flexible approach to always ensure support.</i></p>
<p>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></p>	<p><i>The is no negative impact</i></p>
<p>Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i></p>	<p><i>There is no negative impact, However unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures.</i></p> <p><i>The College has a flexible approach to always ensure support.</i></p>
<p>Religion or Belief <i>Religious and</i></p>	<p><i>The is no negative impact</i></p>

<i>philosophical beliefs, including lack of belief (atheism)</i>	
Sex <i>Gender assigned at birth</i>	<i>The is no negative impact</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:	12 th May 2022	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Health & Safety Committee, EDI Officer</i>	
Signature (Owner)	<i>Katrina Fitzgerald</i>	Date 12/05/2022
Signature (Equalities Officer)	Amy Brydon	Date 20/5/2022

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