

Equality Impact Assessment

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

| | |
|--------------------|---|
| Document: | <i>Anti-Fraud and Corruption Policy</i> |
| Executive Summary: | <i>Policy sets out the Colleges view and policy to Fraud and Corruption in line with the Bribery Act 2010, Scottish Public Finance Manual and Corporate Governance Code 2018. The changes required to the reflect updated Corporate Governance Codes 2018 and updating of job titles. The policy covers all personnel, including all levels and grades, those permanently employed, temporary agency staff, contractors, non-executives, agents, Board members (including independent members), volunteers and consultants.</i> |

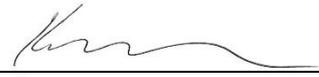
By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA;

- 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 | Commentary <i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;</i> <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 <i>Someone belonging to a particular age, or range of ages</i> | <i>No impact</i> |
| 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</i> | <i>No impact</i> |

| | |
|---|------------------|
| <i>children who were previous looked-after.</i> | |
| Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i> | <i>No impact</i> |
| Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i> | <i>No impact</i> |
| Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i> | <i>No impact</i> |
| 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> | <i>No impact</i> |
| 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> | <i>No impact</i> |
| Pregnancy/maternity | <i>No impact</i> |

| | |
|--|------------------|
| <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i> | |
| Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i> | <i>No impact</i> |
| | <i>No impact</i> |
| Employment or Trade Union Membership | <i>No impact</i> |
| Past Criminal Convictions | <i>No impact</i> |
| Poverty or Deprivation | <i>No impact</i> |

| | | |
|--------------------------------|--|-----------------|
| Owner: | Kirsty Robb | |
| Date initiated: | 09/02/2023 | |
| Consultation: | <i>Which groups were consulted with in the development of this EIA? Equalities Officer</i> | |
| Signature (Owner) |  | Date 19/09/23 |
| Signature (Equalities Officer) |  | Date 23/03/2023 |

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