

Equality Impact Assessment

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

Document:	Violence and Aggression at work Policy
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, in relation to lone working.</p> <p>Certain groups of people, including Black and Minority ethnic people, disabled people, LGB and transgender people and females, may be more vulnerable to aggression and violence at work.</p> <p>The college will always ensure that appropriate safeguards and training is available to all staff to provide further protection to all.</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>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>This policy may contribute to discouraging violent and aggressive behaviour towards staff who may be vulnerable to attack due to age.</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>There 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>There 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>This policy may contribute to discouraging violent and aggressive behaviour towards staff who may be vulnerable to attack due to race/ethnicity/nationality.</p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>There is no negative impact</i></p> <p><i>This policy may contribute to discouraging violent and aggressive behaviour towards staff who may be vulnerable to attack due to sexual orientation.</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><i>There is no negative impact.</i></p> <p>This policy may contribute to discouraging violent and aggressive behaviour towards staff who may be vulnerable to attack due to disability.</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> <p>This policy may contribute to discouraging violent and aggressive behaviour towards staff who may be vulnerable to attack due to gender reassignment.</p>

Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	<i>There is no negative impact.</i> This policy may contribute to discouraging violent and aggressive behaviour towards staff who may be vulnerable to attack due to pregnancy.
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<i>There is no negative impact</i> This policy may contribute to discouraging violent and aggressive behaviour towards staff who may be vulnerable to attack due to religion or belief.
Sex <i>Gender assigned at birth</i>	<i>There is no negative impact</i> This policy may contribute to discouraging violent and aggressive behaviour towards staff who may be vulnerable to attack due to sex assigned at birth.
Employment or Trade Union Membership	<i>There is no negative impact</i>
Past Criminal Convictions	<i>There is no negative impact</i>
Poverty or Deprivation	<i>There is no negative impact</i>

Owner:	Katrina Fitzgerald	
Date initiated:	9 th January 2023	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> <i>Health & Safety Committee</i>	
Signature (Owner)	<i>Katrina Fitzgerald</i>	Date 09/01/2023
Signature (Equalities Officer)	Amy Brydon	Date 09/01/2023

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