

Equality Impact Assessment

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

Document:	Student Mental Health Agreement 2024/2025 – 2025/2026
Executive Summary:	<p>The Borders College Student Mental Health Agreement (SMHA) outlines a range of Mental Health and Wellbeing initiatives that the College and Students Association will work in partnership with throughout 2024/2025 – 2025/2026.</p> <p>The SMHA will have a positive impact on groups and/or individuals with protected characteristics as it will ensure that groups/individuals can access inclusive experiences to support mental health and well-being.</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	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. Change the policy so impact is no longer negative 2. Justify why it has to be done e.g. health and safety legislation 3. Consider how you are going to mitigate the impact
Age <i>Someone belonging to a particular age, or range of ages</i>	No negative impacts are anticipated in relation to this protected characteristic as the SMHA applies to all students and staff as a cross college inclusive agreement.
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 children who were previous looked-after.</i>	<p>Careful consideration will be given to minimise any risk to Care Experienced people who may experience a barrier in accessing the services/initiatives/activities in the agreement.</p> <p>Engaging with students and staff with lived experiences and/or services with specialist knowledge/information/support will ensure that the SMHA gives due regard to people who are Care Experienced.</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>No negative impacts are anticipated in relation to this protected characteristic as the SMHA applies to all students and staff as a cross college inclusive agreement.</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>Careful consideration will be given to cultural sensitivity in mental health and wellbeing promotion efforts, to ensure that services/initiatives/activities are inclusive for all students and staff regardless of race. In doing so this will reduce the risk of students and staff feeling that the agreement does not adequately address their race or cultural preferences/needs/mental health and wellbeing concerns, which could potentially lead to feelings of marginalisation.</p> <p>Engaging with students and staff with lived experiences or services with specialist knowledge/information/support will ensure that the SMHA gives due regard to this protected characteristic.</p>
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>Careful consideration will be given to ensure that services/initiatives/activities consider the effects of sexual orientation on mental health and wellbeing. In doing so this will reduce the risk of students and staff feeling that the agreement does not adequately address their needs/mental health and wellbeing concerns, which could potentially lead to feelings of marginalisation.</p> <p>Engaging with students and staff with lived experiences or services with specialist knowledge/information/support will ensure that the SMHA gives due regard to this protected characteristic.</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>Initiatives/activities within the SMHA will consider accessibility for students and staff with disabilities. This will reduce the risk that the agreement does not adequately meet specific needs which could lead to feelings of exclusion or discrimination.</p> <p>Engaging with students and staff with lived experiences or services with specialist knowledge/information/support will ensure that the SMHA gives due regard to this protected characteristic.</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>Lack of specific support or awareness for transgender students and staff within mental health and wellbeing initiatives could contribute to feelings of exclusion or marginalisation. To mitigate this, careful consideration will be given to ensure that services/initiatives/activities consider the effects of gender identity on mental health and wellbeing.</p> <p>Engaging with students and staff with lived experiences or services with specialist knowledge/information/support will ensure that the SMHA gives due regard to this protected characteristic.</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>No negative impacts are anticipated in relation to this protected characteristic as the SMHA applies to all students and staff as a cross college inclusive agreement.</p>
<p>Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i></p>	<p>Overall there are no negative impacts anticipated in relation to this protected characteristic as the SMHA applies to all students and staff as a cross college inclusive agreement.</p> <p>Initiatives/activities within the agreement will however consider religious practices or beliefs in order to reduce the risk of discomfort, conflict, exclusion or discrimination for students and staff.</p> <p>Engaging with students and staff with lived experiences or services with specialist knowledge/information/support will ensure that the SMHA gives due regard to this protected characteristic.</p>
<p>Sex <i>Gender assigned at birth</i></p>	<p>Overall there are no negative impacts anticipated in relation to this protected characteristic as the SMHA applies to all students and staff as a cross college inclusive agreement.</p> <p>Initiatives/activities should however give due regard to promote gender equality and reduce gender stereotypes or preferences and, where appropriate, support the specific needs of gender-based groups.</p>
<p>Employment or Trade Union Membership</p>	<p>No negative impacts are anticipated in relation to this.</p>
<p>Past Criminal Convictions</p>	<p>No negative impacts are anticipated in relation to this however careful consideration will be given to ensure that services/initiatives/activities consider the effects of past criminal convictions on mental health and wellbeing.</p> <p>Engaging with students and staff with lived experiences or services with specialist knowledge/information/support will ensure that the SMHA gives due regard to this.</p>
<p>Poverty or Deprivation</p>	<p>Mental health and wellbeing services/initiatives/activities within the SMHA will consider any barriers that students and staff may face through socio-economic disadvantages due to financial constraints or lack of resources.</p> <p>This will mitigate feelings and incidents of exclusion and the inability to fully participate in certain activities or programmes, potentially exacerbating feelings of inequality or discrimination.</p>

Owner:	Eilidh Forrest Students' Association Support Officer
Date initiated:	21 st May 2024

Consultation:	Hilary Broatch EDI Officer, Chris Alder Student President Students' Association, Amy Brydon Director of Student Services	
Signature (Owner)		Date 28.05.24
Signature (Equalities Officer)	<i>Hilary Broatch</i>	Date 21.5.24

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