

# Equality Impact Assessment

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

Document:	<i>Policy Management Procedure</i>
Executive Summary:	<p><i>The Procedure has been updated to reflect the changes to the Equality Impact Assessment requirements with the:</i></p> <ul style="list-style-type: none"> <li><i>• Removal of the Rapid Equality Impact Assessment the</i></li> <li><i>• Inclusion of the EIA guidance under Related Documents'</i></li> </ul>


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?

<b>Protected Characteristic</b>	<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"> <li><i>1. Change the policy so impact is no longer negative</i></li> <li><i>2. Justify why it has to be done e.g. health and safety legislation</i></li> <li><i>3. Consider how you are going to mitigate the impact</i></li> </ol>
<p><b>Age</b></p> <p><i>Someone belonging to a particular age, or range of ages</i></p>	<p><i>The new EIA process calls for completion of a full impact assessment for all organisational change, including an appropriate level of consultation with relevant groups. The development of this procedure will promote equality of opportunity and aims to minimise direct or indirect discrimination across all protected characteristics.</i></p>
<p><b>Care Experienced</b></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>As above</i></p>

<b>Marriage/Civil Partnership</b> <i>Married couples and civil partnership should be treated the same on a wide range of matters</i>	As above
<b>Race</b> <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i>	As above
<b>Sexual Orientation</b> <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i>	As above
<b>Disability</b> <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>	As above
<b>Gender identity/ reassignment</b> <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>	As above
<b>Pregnancy/maternity</b> <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	As above

<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<i>As above</i>
<b>Sex</b> <i>Gender assigned at birth</i>	<i>As above</i>
<b>Employment or Trade Union Membership</b>	<i>As above</i>
<b>Past Criminal Convictions</b>	<i>As above</i>
<b>Poverty or Deprivation</b>	<i>As above</i>

Owner:	Joanne George	
Date initiated:	14 November 2024	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> Director of MIS and Quality, EDI Officer	
Signature (Owner)		Date 14/11/2024
Signature (Equalities Officer)	<i>Hilary Broatch</i>	Date 18.11.24

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