

# Equality Impact Assessment

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

Document:	<b>Admissions Policy November 2024</b>
Executive Summary:	The College's admissions policy is designed to be inclusive, fair, and transparent, ensuring equal opportunities for all applicants.

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>
<b>Age</b> <i>Someone belonging to a particular age, or range of ages</i>	The policy applies to all regardless of age. Data is collected and analysed by equalities profiles to ensure all groups are treated consistently and fairly.
<b>Care Experienced</b> <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>	The College guarantees an interview for applicants who are or have been looked after children.

<p><b>Marriage/Civil Partnership</b>  <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p>The policy applies to all regardless of marital status. Data is collected and analysed by equalities profiles to ensure all groups are treated consistently and fairly.</p>
<p><b>Race</b>  <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i></p>	<p>The policy applies to all regardless of race. Data is collected and analysed by equalities profiles to ensure all groups are treated consistently and fairly.</p>
<p><b>Sexual Orientation</b>  <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>The policy applies to all regardless of sexual orientation. Data is collected and analysed by equalities profiles to ensure all groups are treated consistently and fairly.</p>
<p><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></p>	<p>The policy applies to all regardless of disability. Data is collected and analysed by equalities profiles to ensure all groups are treated consistently and fairly.</p> <p>Applicants are asked to disclose any disabilities to arrange reasonable assistance throughout the admissions process and their studies.</p> <p>Risk assessments completed for all disabled students to identify potential H&amp;S risks and mitigate where possible.</p>
<p><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></p>	<p>The policy applies to all regardless of Gender identity/ reassignment. Data is collected and analysed by equalities profiles to ensure all groups are treated consistently and fairly.</p> <p>Pronouns are requested through the application form, and will be made available to the interviewer to mitigate the risk of an application being misgendered.</p>

<b>Pregnancy/maternity</b> <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	<p>The policy applies to all regardless of Pregnancy/maternity status. Data is collected and analysed by equalities profiles to ensure all groups are treated consistently and fairly.</p> <p>Risk assessments to be completed for all pregnant students to identify potential H&amp;S risks and mitigate where possible.</p>
<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<p>The policy applies to all regardless of Religion or Belief. Data is collected and analysed by equalities profiles to ensure all groups are treated consistently and fairly.</p>
<b>Sex</b> <i>Gender assigned at birth</i>	<p>The policy applies to all regardless of sex. Data is collected and analysed by equalities profiles to ensure all groups are treated consistently and fairly.</p>

<b>Employment or Trade Union Membership</b>	<p>No negative impact.</p>
<b>Past Criminal Convictions</b>	<p>Applicants are asked to disclosed any unspent Criminal Convictions during the application process to ensure the individual doesn't start the course unaware of any implications.</p> <p>Implications include the students' ability to participate in work placements that require PVG disclosures. For roles where this is a legal requirement (such as in Social Care &amp; Healthcare) and where a work placement is essential to the course. The outcome of a criminal check and/or PVG disclosure will be determined by the employer. In some cases, the college may arrange placements to provide the necessary support and opportunities for the student.</p> <p>Disclosure will not automatically discount anyone from interview.</p>

<b>Poverty or Deprivation</b>	<p>Throughout the process, applicants are made aware of funding options and signposted to the relevant services for further guidance.</p> <p>Applicants are also made aware that the college may be able to provide loan laptops to students facing digital poverty.</p>
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Owner:	Joanne George	
Date initiated:	06 November 2024	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> Director of Quality and MIS, Equalities, Diversity & Inclusion Officer	
Signature (Owner)	Joanne George	Date 06/11/2024
Signature (Equalities Officer)	Hilary Broatch	Date 8.11.24

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