

# Equality Impact Assessment

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

Document:	<i>What policy/procedure is under review?</i> Staff Handbook
Executive Summary:	<p><i>Provide a brief summary – does the proposed change have any negative effect on one or more group of individuals? If yes, what adjustments/recommendations have been made to remedy negative impacts?</i></p> <p>Changes and updates made to the policy reflect current practice. An additional EIA has been completed for the College's Dress Code Expectations which appear on Pg 11 of the Policy.</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?

<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>	<p>No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.</p>

<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>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<b>Marriage/Civil Partnership</b> <i>Married couples and civil partnership should be treated the same on a wide range of matters</i>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<b>Race</b> <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<b>Sexual Orientation</b> <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<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>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<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>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.

<b>Pregnancy/maternity</b> <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<b>Sex</b> <i>Gender assigned at birth</i>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<b>Employment or Trade Union Membership</b>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<b>Past Criminal Convictions</b>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.
<b>Poverty or Deprivation</b>	No negative impacts have been identified for this protected characteristic. The Staff Handbook provides advice and information to all staff. It identifies policies and procedures held on the College's web site.

Owner:	Deborah Kerr	
Date initiated:	August 2024	
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i> Director of Peoples Services, Equality, Diversity & Inclusion Officer.	
Signature (Owner)	Deborah M Kerr	Date 26.9.24
Signature (Equalities Officer)	Hilary Broatch	Date 26.9.24

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