

Equality Impact Assessment

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

Document:	<i>Supporting Student Carers Policy</i>
Executive Summary:	<p>This policy provides details on our commitment to supporting applicants and students who are unpaid carers, at any point during their studies at Borders College.</p> <p>Borders College uses the Carer's Trust definition of an unpaid carer: <i>A carer is anyone who "provides unpaid care for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support."</i></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. <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 <i>Someone belonging to a particular age, or range of ages</i>	<i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
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</i>	<i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i>

<p><i>children who were previous looked-after.</i></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><i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i></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><i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i></p>
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p><i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i></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><i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i></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><i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i></p>

Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	<i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
Sex <i>Gender assigned at birth</i>	<i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
Employment or Trade Union Membership	<i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
Past Criminal Convictions	<i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i>
Poverty or Deprivation	<i>No negative impact. The Student Carers Policy aims to promote equality of opportunity and minimise the risk of direct or indirect discrimination across all protected characteristics.</i>

Owner:	Jen Mackenzie/Clare Nairn	
Date initiated:	February 2020	
Consultation:	<i>This has been developed in partnership and consultation with the Carers Trust Scotland and its representatives and college Equalities Officer</i>	
Signature (Owner)		Date
Signature (Equalities Officer)		Date

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

