

Equality Impact Assessment

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

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| Document: | <i>What policy/procedure is under review?</i> Workforce Strategy 2020 - 2025 |
| 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>The Workforce Strategy 2020-2025 is a supporting strategy of the Strategic Ambitions of the College. It has been through approval by SLT and the Regional Board and is ready for publication.</p> <p>It provides objectives, priorities and measures to ensure engagement, developing our workforce, wellbeing and innovation for all staff employed and working with the College.</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?

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| Protected Characteristic | <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"> <i>1. Change the policy so impact is no longer negative</i> <i>2. Justify why it has to be done e.g. health and safety legislation</i> <i>3. Consider how you are going to mitigate the impact</i> |
| Age <i>Someone belonging to a particular age, or range of ages</i> | No negative impacts identified although some of the objectives will support our aging workforce and will address succession planning |

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| <p>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> | <p>No negative impacts identified</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 identified</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>No negative impacts identified - complies with law in order to ensure that all individuals are treated equally and fairly and that others are trained and awareness of issues is raised</p> |
| <p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p> | <p>No negative impacts identified - complies with law in order to ensure that all individuals are treated equally and fairly and that others are trained and awareness of issues is raised</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>No negative impacts identified – complies with law in order to ensure that all individuals are treated equally and fairly and that others are trained and awareness of issues is raised</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>No negative impacts identified – complies with law in order to ensure that all individuals are treated equally and fairly and that others are trained and awareness of issues is raised</p> |

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| Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i> | No negative impacts identified |
| Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i> | No negative impacts identified |
| Sex <i>Gender assigned at birth</i> | No negative impacts identified |
| Employment or Trade Union Membership | No negative impacts identified |
| Past Criminal Convictions | No negative impacts identified |
| Poverty or Deprivation | No negative impacts identified |

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| Owner: | Deborah Kerr | |
| Date initiated: | 26 November 2020 | |
| Consultation: | <i>Which groups were consulted with in the development of this EIA?</i> SLT and Regional Board have approved the document | |
| Signature (Owner) | <i>Deborah M Kerr</i> | Date 14.12.2020 |
| Signature (Equalities Officer) | Amy Brydon | Date 17.12.2020 |

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