

Equality Impact Assessment

Document:	Sustainability Strategy
Executive Summary:	<p>This assessment aims to consider the equality impact of the college’s Sustainability strategy toward Net Zero as part of the Scottish Government and College sectoral commitment by 2045.</p> <p>The primary goal of the Strategy is to identify CO2 mitigating measures across several areas and to develop detailed implementation plans including but not limited to, Carbon Management, Transport and Travel, Waste Management, Curriculum, Procurement, Biodiversity and Behavioural Change.</p> <p>There may be a range of issues that need consideration within each plan and each plan will detail the actions to be taken and will undergo an Equalities Impact assessment</p> <p>We want to be certain that:</p> <ul style="list-style-type: none"> • We consider equality within our decision making in order that we implement CO2 reduction measures and legislative requirements and to ensure our decision-making is inclusive and fair. • The health, safety and wellbeing of the college community is protected. • The College works incrementally towards Net Zero for the benefit of future generations. <p>The EIA actions will be reviewed periodically after each plan has been developed to ensure it works as intended.</p> <p>This EIA supports the college and any resulting policies/guidelines/procedures.</p> <p>The development of Equality Impact Assessments as part of our drive to Net Zero demonstrates our commitment to mainstreaming equalities throughout the process.</p> <p>The sustainability work stream will complete individual projects which may impact on equalities, each project will complete an equality impact assessment.</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?

<p>Protected Characteristic</p>	<p>Commentary <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"> 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>
<p>Age <i>Someone belonging to a particular age, or range of ages</i></p>	<p>Negative impacts to mitigate:</p> <ul style="list-style-type: none"> • None Identified at this stage <p>Positive impact:</p> <ul style="list-style-type: none"> • Long term protection of the natural habitat and mitigation of climate change for future generations
<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 identified issues.</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 identified issues.</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>Negative impacts to be mitigated:</p> <ul style="list-style-type: none"> • None Identified at this stage <p>Positive Impact</p> <ul style="list-style-type: none"> • Implement social/economic benefits in terms of ethical procurement

<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>Negative impacts to be mitigated:</p> <ul style="list-style-type: none"> • None Identified at this stage <p>Positive Impacts:</p> <ul style="list-style-type: none"> • None Identified at this stage
<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>Negative impacts to mitigate:</p> <ul style="list-style-type: none"> • None Identified at this stage <p>Positive Impacts:</p> <ul style="list-style-type: none"> • None Identified at this stage
<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>Negative impacts to be mitigated:</i></p> <ul style="list-style-type: none"> • None Identified at this stage <p><i>Positive impacts:</i></p> <ul style="list-style-type: none"> • None Identified at this stage
<p>Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i></p>	<p><i>Negative impact to be mitigated:</i></p> <ul style="list-style-type: none"> • None Identified at this stage <p>Positive impacts:</p> <ul style="list-style-type: none"> • None Identified at this stage

<p>Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i></p>	<p>Negative impacts to mitigate:</p> <ul style="list-style-type: none"> • None Identified at this stage <p>Positive impacts:</p> <ul style="list-style-type: none"> • None Identified at this stage
<p>Sex <i>Gender assigned at birth</i></p>	<p>Negative impacts to mitigate:</p> <ul style="list-style-type: none"> • None Identified at this stage <p>Positive impacts:</p> <ul style="list-style-type: none"> • None Identified at this stage
<p>Employment or Trade Union Membership</p>	<p><i>No negative impact</i></p> <ul style="list-style-type: none"> • None Identified at this stage <p>Positive Impacts:</p> <ul style="list-style-type: none"> • None Identified at this stage
<p>Past Criminal Convictions</p>	<p><i>No negative impact</i></p>
<p>Poverty or Deprivation</p>	<p>Negative impact to be mitigated:</p> <ul style="list-style-type: none"> • None Identified at this stage <p>Positive Impact</p> <ul style="list-style-type: none"> • Implement social/economic benefits in terms of ethical procurement

<p>Owner:</p>	<p>Robert Hewitt</p>
<p>Date initiated:</p>	
<p>Consultation:</p>	<p><i>Covid-19 IMT, Equality Diversity & Inclusion Officer, Wider Leadership Team</i></p>

Signature (Owner)	<i>Robert Hewitt</i>	Date 02/02/2022
Signature (Equalities Officer)	A Brydon	Date 02/02/2022

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

