

Equality Impact Assessment

Document:	<i>Staff Guidelines for Safeguarding Children and Adults At Risk of Harm Policy March 2022</i>
Executive Summary:	<i>This policy sets out the College's legal responsibilities and commitment to safeguard and protect children and adults at risk of harm and exploitation. We are planning to increase the number of Safeguarding Officers across Wider Leadership Team with associated CPD taking place in June 2022.</i>

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"> <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>	<i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for 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 children who were previous looked-after.</i>	<i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for all protected characteristics.</i>
Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i>	<i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for all protected characteristics.</i>

<p>Race Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</p>	<p><i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for all protected characteristics.</i></p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for all protected characteristics.</i></p>
<p>Disability 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</p>	<p><i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for all protected characteristics.</i></p>
<p>Gender identity/ reassignment 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)</p>	<p><i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for all protected characteristics.</i></p>
<p>Pregnancy/maternity Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</p>	<p><i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for all protected characteristics.</i></p>
<p>Religion or Belief Religious and philosophical beliefs, including lack of belief (atheism)</p>	<p><i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for all protected characteristics.</i></p>
<p>Sex Gender assigned at birth</p>	<p><i>No negative impact. This Policy aims to protect vulnerable children and adults at risk of harm and exploitation for all protected characteristics.</i></p>

Employment or Trade Union Membership	<i>No negative impact.</i>
Past Criminal Convictions	<i>Potential impact for those who have not declared relevant convictions and PVG provides information that contravenes the colleges ability to protect children and vulnerable adults.</i>
Poverty or Deprivation	<i>No negative impact.</i>

Owner:	H Anderson	
Date initiated:	16/03/2022	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Assistant Principal Quality & Development, Head of Student Services, Equalities Officer</i>	
Signature (Owner)	<i>H. Anderson</i>	Date 16/03/2022
Signature (Equalities Officer)	Amy Brydon	Date 16/03/2022