

Equality Impact Assessment

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

Document:	Student Appeal Procedure May 2022
Executive Summary:	Planned review of policy and procedure, updated for gender neutral pronouns


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	<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"> 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</p> <p><i>Someone belonging to a particular age, or range of ages</i></p>	<p>Younger appellants may experience more anxiety when explaining why they are appealing, detailing the evidence, and calling witnesses where appropriate.</p> <p>The individual making the appeal may be represented/accompanied by a supporter/friend</p>
<p>Care Experienced</p> <p><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 impact</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 impact</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>Where the appellant has other special circumstances, e.g. English not being their first language, then the individual is entitled to bring appropriate specialist help/advocacy.</p>
<p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>No negative impact</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>Where the appellant has a disability or other special circumstances, e.g. physical or mental impairment, then the individual is entitled to bring appropriate specialist help/advocacy.</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>Trans and gender diverse students may be mis-gendered during the Appeal hearing.</p> <p>Ensure where possible that the Appeal Panel is aware of any disclosure of gender identity and pronouns.</p> <p>If pronouns are not known, the chair should establish this at the beginning of hearing.</p>
<p>Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i></p>	<p>Students with young children may find attending a hearing challenging.</p> <p>The panel Chair should make reasonable adjustments for those with caring responsibilities e.g. flexibility around hearing times.</p>

Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	Ensure appeals do not clash with religious/cultural festivals.
Sex <i>Gender assigned at birth</i>	No negative impact
Employment or Trade Union Membership	No negative impact
Past Criminal Convictions	No negative impact
Poverty or Deprivation	No negative impact

Owner:		
Date initiated:		
Consultation:	<i>Which groups were consulted with in the development of this EIA?</i>	
Signature (Owner)	<i>Lynne Gilchrist</i>	Date <i>24th March 2023</i>
Signature (Equalities Officer)		Date 28/03/2023

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