

Equality Impact Assessment

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

Document:	<i>Anti-Bribery Policy</i>
Executive Summary:	<i>Policy sets out the Colleges view and policy to Bribery in line with the Bribery Act 2010. The changes required to the reflect updated Public Contracts Regulations 2015 and removal/updating of some useful links. The policy covers all personnel, including all levels and grades, those permanently employed, temporary agency staff, contractors, non-executives, agents, Board members (including independent members), volunteers and consultants.</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 impact</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 impact</i>

<i>children who were previous looked-after.</i>	
Marriage/Civil Partnership <i>Married couples and civil partnership should be treated the same on a wide range of matters</i>	<i>No impact</i>
Race <i>Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</i>	<i>No impact</i>
Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i>	<i>No impact</i>
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>	<i>No impact</i>
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>	<i>No impact</i>
Pregnancy/maternity	<i>No impact</i>

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

Owner:	Kirsty Robb	
Date initiated:	09/02/2023	
Consultation:	<i>Equality Diversity and Inclusion Officer, JCCP</i>	
Signature (Owner)		Date 19/09/23
Signature (Equalities Officer)		Date 02/02/2023

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