

# Equality Impact Assessment

<b>Document:</b>	Equality, Diversity and Inclusion Policy
<b>Executive Summary:</b>	The policy sets out the College's commitment to provide a learning environment that embraces diversity and provides equality of opportunity. The College will ensure that it meets duties set out in the Equality Act 2010. It will be inclusive and supportive of all groups with protected characteristics and to those other groups, such as looked after children and carers, who can experience additional barriers to applying attending and having a positive outcome from college

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?

<b>Protected Characteristic</b>	<b>Commentary</b> <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"> <li>1. <i>Change the policy so impact is no longer negative</i></li> <li>2. <i>Justify why it has to be done e.g. health and safety legislation</i></li> <li>3. <i>Consider how you are going to mitigate the impact</i></li> </ol>
<b>Age</b> <i>Someone belonging to a particular age, or range of ages</i>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.
<b>Care Experienced</b> <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>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.

<p><b>Marriage/Civil Partnership</b>  <i>Married couples and civil partnership should be treated the same on a wide range of matters</i></p>	<p>No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.</p>
<p><b>Race</b>  <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 for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.</p>
<p><b>Sexual Orientation</b>  <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p>	<p>No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.</p>
<p><b>Disability</b>  <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 for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.</p>
<p><b>Gender identity/ reassignment</b>  <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 for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.</p>
<p><b>Pregnancy/maternity</b>  <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i></p>	<p>No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.</p>

<b>Religion or Belief</b> <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.
<b>Sex</b> <i>Gender assigned at birth</i>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.
<b>Student Carer</b> <i>Providing unpaid care to a family member or friend who could not cope without their support.</i>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.
<b>Employment or Trade Union Membership</b>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.
<b>Past Criminal Convictions</b>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.
<b>Poverty or Deprivation</b>	No negative impacts identified for this characteristic. The Equality, Diversity and Inclusion Policy has a positive impact across all protected characteristic groups.

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Date initiated:	30/03/2020	
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Signature (Equalities Officer)	A Brydon	Date 21/05/2020 Reviewed 11/05/2023