

Equality Impact Assessment

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

Document:	Modification to the colleges telephone system which results in a change to how end users will make and receive phone calls.
Executive Summary:	<p>Enhancing our current telephone system to provide a fully cloud based solution which takes advantage of new technology, functionality and also provides the college with a more cost effective telephone solution.</p> <p>The main difference to the new system from an end user point of view is that the majority of staff will no longer have a physical telephone handset at their desk, instead they will use software on their laptop along with a headset to make/receive telephone calls.</p> <p>Staff already use a very similar solution when using voice or video calling within MS-Teams.</p>

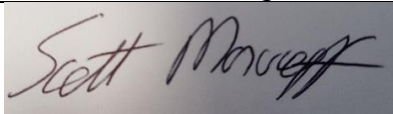

By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA;

- 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?

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>
Age <i>Someone belonging to a particular age, or range of ages</i>	<i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i>

<p>Care Experienced 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.</p>	<p><i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i></p>
<p>Marriage/Civil Partnership Married couples and civil partnership should be treated the same on a wide range of matters</p>	<p><i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i></p>
<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 equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i></p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</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>The invitation to tender document asked venders who bid on the procurement of the new system to explain the accessibility features which their solution provided, as all solutions were software based the feedback related to current accessibility features which are already present in Microsoft Windows Operating System as well as Microsoft Teams application.</i></p> <p><i>During the demo process of the procurement exercise, we invited members of staff to attend who had knowledge in accessibility tools including hearing impairments.</i></p>
<p>Gender identity/reassignment The process of transitioning from one gender to another (can include changing names, pronouns, dressing differently, medical intervention</p>	<p><i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i></p>

<i>and living in their self-identified gender)</i>	
Pregnancy/maternity <i>Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)</i>	<i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i>
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	<i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i>
Sex <i>Gender assigned at birth</i>	<i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i>
Employment or Trade Union Membership	<i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i>
Past Criminal Convictions	<i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i>
Poverty or Deprivation	<i>No negative equality impacts identified, however by integrating the telephone system onto their laptop and using Windows operating system and MS teams this will enhance accessibility for all users.</i>

Owner:	Scott Moncrieff	
Date initiated:		
Consultation:	<i>Which groups were consulted with in the development of this EIA? Equality Officer, VOIP Project group, learning support specialists, Director of IT & Digital</i>	
Signature (Owner)		Date 22/6/23
Signature (Equalities Officer)		Date 23/06/2023

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

