Equality Impact Assessment

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

Document:	*Staff Safeguarding Guidance*
Executive Summary:	This Equality Impact Assessment covers is being completed due to proposed changes to an existing guidance document – the college's Staff Safeguarding guidance. The guidance provides information in relation to supporting safeguarding disclosures, reporting concerns and good practice in relation to the safeguarding of children, young people and protected adults. There are no negative impacts anticipated for any of the protected characteristic groups as outlined within this assessment. The guidance is designed to clearly advise staff on responsibilities the college has to protect children, young people and protected adults from harm.

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
	For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;
	    1. Change the policy so impact is no longer negative
	    2. Justify why it has to be done e.g. health and safety legislation
	    3. Consider how you are going to mitigate the impact

Age *Someone belonging to a particular age, or range of ages*	There are no negative impacts anticipated for this group.
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.*	There are no negative impacts anticipated for this group.
Marriage/Civil Partnership *Married couples and civil partnership should be treated the same on a wide range of matters*	There are no negative impacts anticipated for this group.
Race *Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins*	There are no negative impacts anticipated for this group.
Sexual Orientation *A persons sexual and/or romantic attraction to other people, or lack thereof*	There are no negative impacts anticipated for this group.
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*	There are no negative impacts anticipated for this group.
Gender identity/ reassignment *The process of transitioning from one*	There are no negative impacts anticipated for this group.

gender to another (can include changing names, pronouns, dressing differently, medical intervention and living in their self-identified gender)	
Pregnancy/maternity *Refers to being pregnant and the period after birth (linked to maternity leave in the employment context)*	There are no negative impacts anticipated for this group.
Religion or Belief *Religious and philosophical beliefs, including lack of belief (atheism)*	There are no negative impacts anticipated for this group.
Sex *Gender assigned at birth*	There are no negative impacts anticipated for this group.
Employment or Trade Union Membership	There are no negative impacts anticipated for this group.
Past Criminal Convictions	There are no negative impacts anticipated for this group.
Poverty or Deprivation	There are no negative impacts anticipated for this group.

Owner:	Amy Brydon		
Date initiated:	8 July 2024		
Consultation:	*Which groups were consulted with in the development of this EIA?*		
Signature (Owner)		Date 8.7.24	
Signature (Equalities Officer)	*Hilary Broatch*	Date 29.7.24	

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