

Equality Impact Assessment

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

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| Document: | <i>What policy/procedure is under review?</i> Borders College Dress Code Expectations |
| Executive Summary: | <p><i>Provide a brief summary – does the proposed change have any negative effect on one or more group of individuals? If yes, what adjustments/recommendations have been made to remedy negative impacts?</i></p> <p>The purpose of having dress code expectations/guidance is to support a college culture which encourages;</p> <ul style="list-style-type: none"> ➤ students to raise their employability standards and ➤ guide staff to provide an example of an appropriate and professional appearance <p>College Dress Code expectations also aims to support inclusiveness that respects the diversity of students, staff and visitors at the College.</p> <p>Health & Safety requirements need to be given due regard in this area.</p> <p>Clothing which incites unwanted behaviours will need to be addressed following appropriate policies and procedures.</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?

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| 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> |
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| <p>Age <i>Someone belonging to a particular age, or range of ages</i></p> | <p>The College's Dress Code expectations do not positively or negatively affect groups with this protected characteristic.</p> |
| <p>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 children who were previous looked-after.</i></p> | <p>The College's Dress Code expectations do not positively or negatively affect groups with this protected characteristic. Should students or staff require support or guidance they can discuss this with the relevant staff.</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>The College's Dress Code expectations do not positively or negatively affect groups with this protected characteristic.</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>The College's Dress Code expectations will not directly or indirectly discriminate against staff, students & visitors on the basis of race or ethnicity. The college will provide reasonable accommodations for ethnic and cultural expression. Due regard to Health & Safety requirements must be given should any clothing accommodations have an impact in this area.</p> |
| <p>Sexual Orientation <i>A persons sexual and/or romantic attraction to other people, or lack thereof</i></p> | <p>The College's Dress Code expectations do not positively or negatively affect groups with this protected characteristic.</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 staff or students have an identified disability and need to dress in specific/different clothing to be able to attend college, or carry out normal day-to-day activities, reasonable adjustments will be made in relation to the College's Dress Code expectations. Due regard to Health & Safety requirements must be given should any clothing accommodations have an impact in this area.</p> |
| <p>Gender identity/reassignment <i>The process of transitioning from one gender to another (can include changing names, pronouns, dressing differently,</i></p> | <p>Transgender students and staff should be able to follow the College's Dress Code in a way which they feel matches their gender identity. If there is a staff uniform, individuals should be supplied with an option which suits them.</p> |

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| <i>medical intervention 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> | The College's Dress Code expectations do not positively or negatively affect groups with this protected characteristic. |
| Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i> | The College's Dress Code expectations will not directly or indirectly discriminate against staff, students & visitors with a particular religion, belief or no religion or belief. The college will provide reasonable accommodations for religious clothing and faith-based attire. Due regard to Health & Safety requirements must be given should any clothing accommodations have an impact in this area. |
| Sex <i>Gender assigned at birth</i> | The College's Dress Code expectations do not positively or negatively affect groups with this protected characteristic. |
| Employment or Trade Union Membership | The College's Dress Code expectations do not positively or negatively affect groups with this protected characteristic. |
| Past Criminal Convictions | The College's Dress Code expectations do not positively or negatively affect groups with this protected characteristic. |
| Poverty or Deprivation | The College's Dress Code expectations do not positively or negatively affect groups with this protected characteristic. Should students or staff require support or guidance in this area they can discuss this with the relevant staff. |

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| Owner: | Debbie Kerr | |
| Date initiated: | September 2024 | |
| Consultation: | <i>Which groups were consulted with in the development of this EIA?</i> Director of Peoples Services, Equalities, Diversity & Inclusion Officer | |
| Signature (Owner) | <i>Debbie Kerr</i> | Date 26/9/24 |
| Signature (Equalities Officer) | <i>Hilary Broatch</i> | Date 26/9/2024 |

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