

Equality Impact Assessment

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

Document:	MFA verification for students
Executive Summary:	<p>What is MFA and why are we introducing it for students? MFA stands for Multi-Factor Authentication - you may have experienced it yourself when you go to log into a service and are sent a text message with a code you need to enter or a notification to an app you are required to approve as part of your sign in.</p> <p>By requiring another authentication method that only the user has access to, accounts are secured even if their password is accidentally released or guessed by an attacker.</p> <p>Microsoft lists using MFA as their number one security hygiene action - estimating that it prevents 99.9% of account attacks and the majority of Scottish colleges have now enabled MFA for their students.</p> <p>While Borders College staff have benefited from MFA security at the college for several years now, student accounts have remained secured by just a password.</p> <p>The security of our students accounts is important for them and for the overall security of the college which is why we are planning to introduce MFA for all students from January 2025.</p> <p>Further information on the change is available at Student MFA (sharepoint.com)</p>

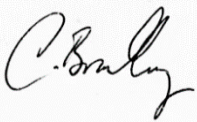
By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA;

- 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 <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 Someone belonging to a particular age, or range of ages.</p>	<p>No specific impact.</p>
<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>No specific impact.</p>
<p>Marriage/Civil Partnership Married couples and civil partnership should be treated the same on a wide range of matters.</p>	<p>No specific impact.</p>
<p>Race Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins.</p>	<p>No specific impact.</p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof.</p>	<p>No specific impact.</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>Microsoft cover a number of accessibility measures to ensure that all users can use MFA.</p> <p>For example verification numbers are now accessible to screen readers. (JAWS, NVDA, Narrator, and VoiceOver are able to read the numbers.)</p> <p>Where users have a disability that impacts their use of MFA we will work with their lecturers/tutors to provide work around solutions or in certain cases, MFA exemptions.</p>
<p>Gender identity/ reassignment The process of transitioning from one gender to another (can include changing names, pronouns, dressing</p>	<p>No specific impact.</p>

<i>differently, 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>	No specific impact.
Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i>	No specific impact.
Sex <i>Gender assigned at birth</i>	No specific impact.
Employment or Trade Union Membership	No specific impact.
Past Criminal Convictions	No specific impact.
Poverty or Deprivation	Where users do not have access to a mobile phone we will work with their lecturers/support staff to either provide alternative methods (such as code keys) or specific exemptions. The college will work to signpost students to the official (free) Microsoft Authenticator app to avoid students believing they have to use a paid authenticator app.

Owner:	Conor Bradley	
Date initiated:	23/09/24	
Consultation:	All staff, Access groups lecturing staff, Amy Brydon Student Union President	
Signature (Owner)		Date 21.10.24
Signature (Equalities Officer)	<i>Hilary Broatch</i>	Date 15.10.24

Please return the completed Equality Impact Assessment to the Equalities, Diversity & Inclusion Officer hbroatch@borderscollege.ac.uk