

# Equality Impact Assessments

## April 2021



South  
Lanarkshire  
College  

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East Kilbride

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## **Alternative Format**

If an alternative format of this document is required, please contact the Equality Officer:  
[equality@slc.ac.uk](mailto:equality@slc.ac.uk) or 01355 807382

# Equality Impact Assessment (EIA) Introduction

South Lanarkshire College has a clear vision, mission, ethos and strategy to promote equality. We aim to ensure that there are no barriers and are committed to eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity and fostering good relations. As part of our commitment to Equality legislation the College monitors policies, procedures and plans through Equality Impact Assessments.

## What is an Equality Impact Assessment?

An Equality Impact Assessment provides a systematic way of examining new and existing, policies, procedures and plans to ensure that they are fair, meet the needs of the College community and do not inadvertently discriminate. It is also a means to demonstrate and further develop positive impact through highlighting, sharing and transferring what works well to other areas of the College.

During this process, we identify any differential impact on people with any of the nine protected equality characteristics.

## What are Protected Characteristics?

An Equality Impact Assessment covers all nine protected characteristics as defined in the Equality Act 2010: Age, Disability, Gender Reassignment, Marriage & Civil Partnership, Pregnancy & Maternity, Race, Religion & Belief, Sex, Sexual Orientation.

For more information on Protected Characteristics click [here](#)

## What type of impacts are likely to be identified?

- **A positive impact** – creates a benefit to support the advancement of equality for people with protected characteristics and/or promotes good relations between groups.
- **A negative impact** – creates disadvantage or unequal treatment of a person with a protected characteristic.
- **A neutral impact** – no negative or positive results in relation to people with protected characteristics.

## What evidence is considered?

When conducting an Equality Impact Assessment, the College also takes relevant evidence into consideration with the most common evidence used listed below:

1. Information/feedback from stakeholders
2. Involvement or research with stakeholders either in groups or individually
3. Equality monitoring data
4. Course team reports
5. Self-evaluation reports
6. Information from similar policies/practices
7. Internal/external audit
8. Complaints reporting
9. Management reports and recommendations
10. Student - In Course Questionnaire - parts 1 & 2

## Equality Mainstreaming Report

For more information on the work that the College has undertaken on equalities, and legislative, economic and social changes click [here](#) to access the Equality Mainstreaming Report.

## Equality Impact Assessment Summary

Policy/Practice/Plan	Impact identified	Evidence Considered	Outcome
Access and Inclusion Strategy	Positive	1,2,3,4,5,6,7,9,10	No changes required
Admissions Policy and Procedures	Positive	1, 2, 3, 5, 6, 7, 8	No changes required
Admissions Guide to Applicants	Positive	1,2,3,8,10	No changes required
Assessment Support Request - Learning Development	Positive	1	No changes required
British Sign Language Action Plan	Positive	3,4,5	No changes required
Bursary Appeals Policy	Positive	1,2,3,5,8,10	No changes required
Bursary Guidance Notes	Positive	1,2,3,5,8,10	No changes required
Code of Conduct	Positive	1,2,3,5,6	No changes required
Complaints Handling Procedures	Positive	1,2,3,5,8,9,10	No changes required
Equality Mainstreaming Report - 2019	Positive	1,2,3,5,6,9,10	No changes required
Equality Mainstreaming Report and Equality Outcomes	Positive	1,2,3,4,5,6,7,8,9,10	No changes required
Equality Monitoring Form Staff	Positive	1,2,3,6	No changes required
Equality Monitoring Video - Draft	Positive	3	No changes required
Equality Policy	Positive	1,2,3,4,5,6,7,8,9,10	No changes required
Further Education Bursary/Educational Maintenance Allowance Guidelines	Positive	1,2,3,5,8,10	No changes required
Gender Pay Gap Report	Positive	3,7,9	No changes required
Gender-based Violence Prevention & Support Strategy	Positive	1,2,3,5,6,7,9	No changes required
Gender-based Violence Prevention Action Plan	Positive	1,2,3,5,6,7,9	No changes required
Gender-based Violence Prevention Strategy	Positive	1,2,3,5,6,7,9	No changes required
Guidance on Honesty and Integrity in Assessment	Positive	1,2,3,4,5,8,9,10	No changes required

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Policy/Practice/Plan	Impact identified	Evidence Considered	Outcome
Guidance Policy & Procedures	Positive	1,2,3,5,10	No changes required
Guide to Applicants	Positive	1,2,3,5,8,9,10	No changes required
Lone Working Policy	Positive	6	No changes required
Management of Student Funds	Positive	1,2,3,7,8,9,10	No changes required
Menopause Policy	Positive	1,2,3	No changes required
Men's Mental Health and Wellbeing Campaign	Positive	1,2,3,5,6,7	No changes required
New & Expectant Mothers Policy	Positive	1,3	No changes required
Personal Learning Plan (PLP)	Positive	1,2,3,4,5,8,9,10	No changes required
Privacy Notice Staff	Positive	1,2,3	No changes required
Privacy Notice Students	Positive	3,4	No changes required
Protecting Young People & Adults at Risk and Safeguarding - Policy	Positive	3,9	No changes required
Purple Friday Poster	Positive	1,3	No changes required
Retirement Policy	Positive	3	No changes required
Self-Assessment Toolkit Health Vulnerability to Covid - 19 - Staff	Positive	1,2,3	No changes required
Student Code of Conduct	Positive	1,2,3,4,8,9,10	No changes required
Student Maternity, Paternity and Adoption Policy	Positive	1,2,3,5,6	No changes required
Student Mental Health Agreement	Positive	1,2,3,5	No changes required
Student Mental Health Strategy	Positive	1.2.3.5	No changes required
Women into Painting and Decorating Course	Positive	3,4,9	No changes required
Women into Plumbing and Gas Course	Positive	3,4,9	No changes required



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