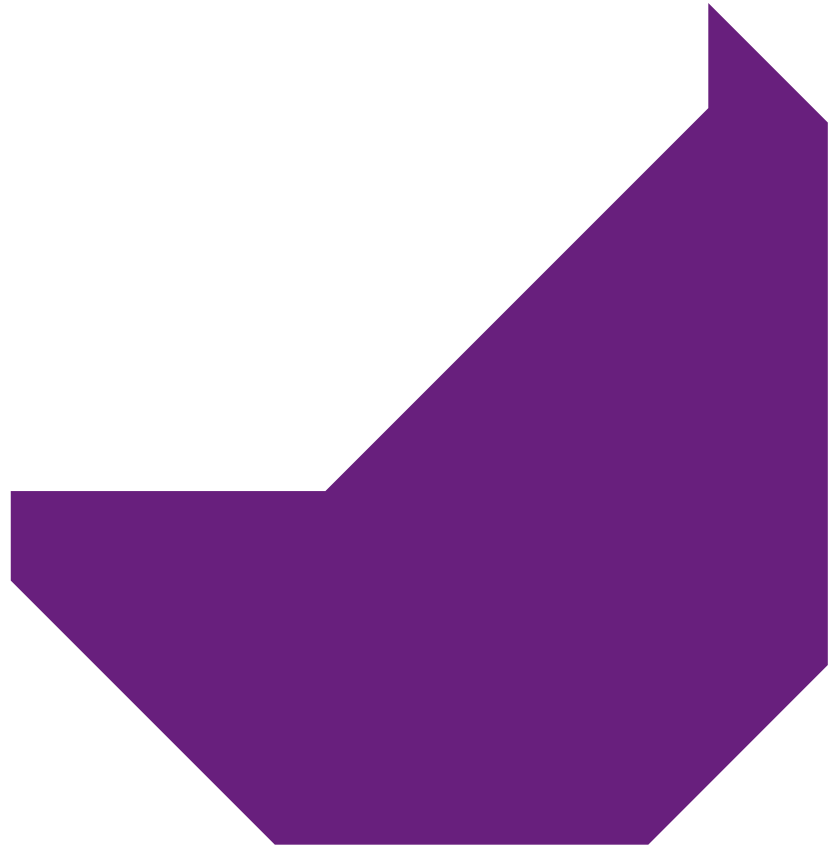


Equality Impact Assessments

April 2023



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Equality Impact Assessment (EIA) Introduction

South Lanarkshire College has a clear vision, mission, ethos and strategy to promote equality.

In line with legislation, Colleges have a responsibility to meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty (PSED).

They are required to give due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

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?

- **Positive impact** – creates a benefit to support the advancement of equality for people with protected characteristics and/or promotes good relations between groups.
- **Negative impact** – creates disadvantage or unequal treatment of a person with a protected characteristic.
- **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 included in the list 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
11. Other

Equality Mainstreaming Report Information

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.

See appendix 1 for an Equality Impact Assessments Summary List (March 2020 – April 2023)

Appendix 1: Equality Impact Assessments Summary (March 2020 to April 2023)

Policy/Practice/Plan	Impact Identified	Evidence Considered	Outcome
Accommodation Inspection Sheet	Neutral	Not Applicable	No Changes Required
Awarding Body Password Procedures	Neutral	Not Applicable	No Changes Required
Board of Management Recruitment Process	Positive	1,2,3,6	No Changes Required
Capability Procedure	Positive	6	No Changes Required
Caring for Carers	Neutral	1,2,3,6	No Changes Required
Cross Curriculum Quality Team	Positive	3,4,5,7,10	No Changes Required
Disciplinary Hearing Guide	Positive	1,2,3,7	No Changes Required
Disciplinary Procedure - Managing Concerns	Positive	3	No Changes Required
Equality Mainstreaming Report	Positive	1,2,9	No Changes Required
Equality Monitoring Form - Staff and Additional Information - Overarching EIA	Positive	1,2,3,7	No Changes Required
Equality Monitoring Video	Positive	3	No Changes Required
External Verification - Preparation for External Verification Visits	Neutral	Not Applicable	No Changes Required
Gender Pay Gap Report	Positive	3,7,9	No Changes Required
Gender-based Violence Prevention & Support Strategy Update	Positive	1,2,3,5,6,7,9	No Changes Required
Menopause Policy - South Lanarkshire College	Positive	1,2,3	No Changes Required
On-Screen Tests	Positive	Not Applicable	No Changes Required
Organisation Stress Risk Assessment	Positive	1,2,9	No Changes Required
Principal and Chief Executive Recruitment Pack	Positive	6	No Changes Required
Quality of Accommodation	Neutral	Not Applicable	No Changes Required
Statement of Intent Period Products (Free Provision) (Scotland) Act 2021	Positive	1,2,3,5,6,8	No Changes Required
Student & Staff Gender-based Violence Prevention & Support Strategy	Positive	1,2,3,5,6,7,9	No Changes Required
Student Mental Health Strategy Review	Positive	1,2,3,5	No Changes Required
The Learning, Teaching and Assessment Strategy	Positive	1,2,6	No Changes Required
Wellbeing Strategy	Positive	1,2,3,7	No Changes Required

