

Ayrshire College Equality Impact (EqIA) Register



EqIA Title	Ref	Date	Summary	Impact Identified	Outcomes
Flexible Working Policy	EQIA/HROD/FW P/001/11/24	28/11/24	This policy details the eligibility criteria and entitlements for eligible staff, and the steps they require to follow, should they wish to submit a statutory flexible working request.	No negative impact identified	Proceed with no amendments
Lapsafe Loaning Process	EQIA/DI/LLP/001 /07/24	04/07/24	To ensure a seamless, fast and easy to access automated device loaning service to students to replace the current laptop loaning procedure.	Potential negative Impact identified for certain PC groups. Impact mitigated and reviewed.	Proceed with no amendments
Management of Noise Procedure	EQIA/HSWA01 2/003/11/24	28/11/24	Lays out arrangements and procedures in place for working with noisy equipment or working within a noisy environment whilst at College.	No negative impact identified	Proceed with no amendments

Maternity, Paternity, Adoption and Shared Parental Leave Policy	EQIA/HROD/MP ASPLP/003/11/24	28/11/24	This policy details the eligibility criteria and entitlements for eligible staff to statutory and occupational maternity, paternity, adoption and shared parental leave and pay.	No negative impact identified	Proceed with no amendments
Student Carer Support Procedure	EQIA/SEQE/SCS P/002/11/24	29/11/24	The purpose of this procedure is to outline the measures that are in place at the College to identify and support students who have caring responsibilities.	No negative impact identified	Proceed with no amendments
Fire Safety Policy	EQIA/HSW/FSP0 01/001/11/24	28/11/24	Review of the existing Fire Safety Policy which lays out measures and responsibilities to ensure the safety of building occupants and compliance with fire safety regulations.	No negative impact identified	Proceed with no amendments
Health and Safety Policy	EQIA/HSW/HSW P001/002/10/24	22/10/24	This policy outlines Ayrshire College's commitment to maintaining a safe and healthy working environment	No negative impact identified	Proceed with no amendments

Safe Use and Disposal of Sharps Procedure	EQIA/HSW/HSW A016/004/10/24	24/10/24	To increase staff awareness of those working with sharps and to set out the process for ensuring the safe use and disposal.	No negative impact identified	Proceed with no amendments
Zero Tolerance Policy	EQIA/HROD/ZTP /002/01/25	08/01/2025	Outlines the colleges zero tolerance stance towards threatening behaviour, aggression and violence, setting out expected standards of behaviour for staff, students and stakeholders	No negative impact identified	Proceed with no amendments
Implementation of New Learning Management System (LMS)	EQIA/HROD/LM S/001/01/25	13/01/2025	The contract with our current Learning Management System, also referred to as the Staff Learning Portal is coming to an end and we have decided to move to a new LMS.	Potential negative Impact identified for certain PC groups. Impact mitigated and reviewed.	Proceed with no amendments
Assistance and Therapy Animals Procedure	EQIA/HSW/HSW A030/001/01/25	16/01/2025	The purpose of this procedure is to set out guidance to provide clarity for students and College staff regarding bringing Assistance dogs and therapy animals on college premises.	No negative impact identified	Proceed with no amendments

Data Protection Policy and Linked Document: Special Category and Criminal	EQIA/DP/DPP/02/2025	05/02/2025	The purpose of this policy is to raise awareness of the Ayrshire College's data protection arrangements to ensure that a common and consistent approach is adopted in relation to the management and protection of personal data (information).	No Negative Impact	Proceed with no amendments
BodySwaps Introduction	EQIA/DLS/BS/001/02/25	07/02/2025	Introducing the use of VR headsets and software to deliver learning content to college students.	Potential negative Impact identified for certain PC groups. Impact mitigated and reviewed.	Proceed with amendments
TeacherMatic Introduction	EQIA/DLS/TM/001/02/25	27/02/2025	Introducing the TeacherMatic AI platform as a resource for staff at Ayrshire College.	Potential negative Impact identified for certain PC groups. Impact mitigated and reviewed.	Proceed with amendments
Accident/Incident Reporting and Investigation procedure	EQIA/HSWA/002/005/04/25	04/04/2025	This procedure sets out the process for the reporting of accidents and incidents, including near miss, and to provide guidance on the investigation proceedings.	No negative Impact	Proceed with no amendments

Work Placement Procedure	EQIA/HSWA006/004/04/25	04/04/2025	The purpose of this procedure is to ensure that staff responsible for the selection of placement organisations, take reasonable steps to satisfy themselves that any significant health and safety risks are properly managed by the placement provider.	Potential negative Impact identified for certain PC groups. Impact mitigated and reviewed.	Proceed with no amendments
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