



A. Policy or Practice (name or brief description):

Management of Edinburgh RUK Bursaries (Practice)

Scholarships and Student Funding Services (SSFS) administer the Edinburgh RUK Bursaries. This bursary scheme is available to undergraduate students who usually live in England, Wales and Northern Ireland and who are liable for the Rest of United Kingdom (RUK) rate of fee which is currently £9,000.

Automatic bursary support is provided to RUK students who have a family income not greater than £42,600 as assessed by the Student Loans Company.

B. Reason for screening (delete as applicable):

Undertaking a review of an existing practice. This is the first year that this practice has been reviewed.

C. Person responsible for the policy area or practice:

Name: Robert Lawrie

Job title: Director of Scholarships and Student Funding

School/service/unit: Academic Registry

D. Screening Analysis

1. Does the policy or practice affect primary or high level functions of the University?

Yes

2. Is the policy or practice relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' set out in the introduction above)?

Yes

3. Is the policy or practice one on which interested parties could reasonably expect the University to have carried out an EqIA?

Yes

E. Screening outcome

Equality Impact Assessment required: Yes

This assessment will be carried out by Robert Lawrie, in conjunction with SSFS staff. It will be monitored and reviewed annually.

F. Sign-off

Screening undertaken by: Robert Lawrie, Director of Scholarships and Student Funding

Accepted by: Robert Lawrie, Director of Scholarships and Student Funding

Date: 28 March 2013

G. Equality Impact Assessment

- 1. Overview. Indicate the current status of the policy/practice or the stage of development/review. Also note any general comments here regarding the relevance and significance of the policy/practice to equality. Which aspects of the policy/practice are particularly relevant (which should be the main focus for EqIA)? On what aspects of equality does the policy/practice particularly impact?**

The Edinburgh RUK Bursary is the University's response to a directive from the Scottish Government regarding tuition fees for RUK students and is designed to promote equality of opportunity.

To which equality groups is the policy/practice relevant?

The Edinburgh RUK Bursary is relevant to all protected characteristics under the Equality Act. Equally, however, it does not deliberately discriminate against any of these equality groups.

- 3. What evidence is available about the needs of relevant equality groups?**

Analysis of data on the scheme, and from Academic Registry's new feedback system, will enable us to determine the impact the Edinburgh RUK Bursary is having on different equality groups. We plan to monitor and review this annually.

- 4. Might the application of this policy/practice lead to discrimination, harassment or victimisation? Might it result in less favourable treatment for particular equality groups or give rise to indirect discrimination?**

No

- 5. Are reasonable adjustments built in where they may be needed?**

Not applicable

- 6. Does the policy/practice contribute to advancing equality of opportunity¹? Will it help to:**

- **remove or minimise disadvantage**
- **meet the needs of different equality groups**
- **encourage increased participation of particular groups**
- **take account of disabled people's impairments?**

¹ This question does not apply to the protected characteristic of marriage or civil partnership

In our first year of the scheme 376 students received the bursary with 153 receiving the highest amount available.

The Edinburgh RUK Bursary is primarily designed to remove or minimise disadvantage. As it is designed to assist students from lower income households it may also have a positive impact on students from some ethnic minority groups, students with disabilities, and women. Evidence shows that people within these groups, on average, tend to come from lower income households:

<http://www.poverty.org.uk/summary/key%20facts.shtml>

<http://poverty.org.uk/07/index.shtml?2>

However, the Edinburgh RUK Bursary is not a standalone policy but rather part of a wider recruitment strategy. Its equality impact is greatly affected by the University's recruitment and admissions procedures. It is also complemented by the Scotland Accommodation Bursary.

7. Is there an opportunity in applying this policy/practice to foster good relations between people in any protected group and those who are not²? Will it help to tackle prejudice and/or promote understanding?

The Edinburgh RUK Bursary encourages widening participation by attracting students from disadvantaged groups. This creates a more diverse student population which will foster good relations between different groups.

8. Is there evidence (or an expectation) that people from different equality groups have different needs or experiences in relation to the policy/practice? If so, what are they?

Not applicable

9. Is there evidence (or an expectation) of higher or lower uptake by any equality group(s)? If so, give details of the differences and the reasons for these (if known)?

We only collect data from certain equality groups and will analyse these on an annual basis. We will use information from our newly implemented feedback service to determine the impact (if any) on the other equality groups.

The Edinburgh RUK Bursary is promoted widely using a variety of media. We are confident that our approach is inclusive and fair.

10. Is any equality group excluded from participating in or accessing the service or functions? If so, why?

No

11. Does the policy/practice create any barriers for any other groups?

The Edinburgh RUK Bursary is only available to students from households with an annual income of £42,600 or less. This is based on Student Loans Company policy (UK Government). We are confident that this will not create any barriers to any of equality

² This question does not apply to the protected characteristic of marriage or civil partnership.

groups.

The Edinburgh RUK Bursary is only available to students domiciled in England, Wales and Northern Ireland. We have other bursaries aimed at supporting students outside this group.

12. How are relevant equality groups or communities involved in the development, review and/or monitoring of the policy or practice?

If our analysis of data and feedback highlights any issues relating to equality groups we will discuss this with colleagues and (if applicable) other stakeholders to determine a plan of action.

13. Are there any other points to note regarding the potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations? If so, note these here.

The Edinburgh RUK Bursary is designed to promote equality by widening participation in higher education.

H. Equality Impact Assessment Outcome

Outcome: Continue the policy or practice

At this stage we do not believe that the RUK Bursary will discriminate against any equality groups and will instead promote equality.

I Action and Monitoring

1. Specify the actions required to implement the findings of this EqIA.

We will monitor the Edinburgh RUK Bursary on an annual basis using data and feedback.

2. State how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above).

An annual report will be presented to senior management on an annual basis.

3. When will the policy/practice next be reviewed?

Autumn of each year

J. Publication of EqIA

Can this EqIA be published in full, now?

Yes

J. Sign-off

EqIA undertaken by: Robert Lawrie, Director of Scholarships and Student Funding

Accepted by: Robert Lawrie, Director of Scholarships and Student Funding

Date: 28 March 2013