



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

**Management of Scotland Accommodation Bursaries (Practice)**

Scholarships and Student Funding Services (SSFS) administer the Scotland Accommodation Bursaries. This bursary scheme is available to Scotland domiciled undergraduates who are living away from home and who are eligible to receive a guaranteed offer of University accommodation.

Automatic bursary support is provided to eligible Scotland domiciled students who are in receipt of Young Students' Bursary or an Independent Students' Bursary from the Student Awards Agency for Scotland (SAAS).

**B. Reason for screening (delete as applicable):**

Undertaking a review of an existing practice

**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.**

The Scotland Accommodation Bursary is designed to promote equality of opportunity.

**2. To which equality groups is the policy/practice relevant?**

The Scotland Accommodation 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 Scotland Accommodation 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 opportunity<sup>1</sup>? 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?**

The Scotland Accommodation 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:

---

<sup>1</sup> This question does not apply to the protected characteristic of marriage or civil partnership

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

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

However, the Scotland Accommodation 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 Edinburgh RUK 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 not<sup>2</sup>? Will it help to tackle prejudice and/or promote understanding?**

The Scotland Accommodation 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 Scotland Accommodation Bursary is promoted widely using a variety of media. We are confident that our approach is inclusive and fair. Furthermore, students do not have to apply for this award but are automatically informed if they are entitled. This limits the potential negative impact on certain equality groups of an application process.

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

Not applicable

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

The Scotland Accommodation Bursary is aligned to the Scottish Government's Young Students' Bursary and Independent Students' Bursary. Only those in receipt of either of these awards are entitled to receive the Scotland Accommodation Bursary:

- students under 25 from households with an annual income of £34,195 or less
- students over 25, or under 25 living independently, with an annual household income of £34,195 or less

The Scotland Accommodation Bursary is only available to students domiciled in Scotland.

---

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

We have other bursaries aimed at supporting students outside in 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