



Equality Impact Assessment

<p>A. Policy/Practice: Approval Processes for Collaborative Taught Programmes Approval Processes for Jointly Awarded PhD Programmes Standard template Memoranda of Agreement</p> <ul style="list-style-type: none">• Single PhD award made jointly• Taught joint award• Articulation agreement
<p>B. Reason for Equality Impact Assessment:</p> <ul style="list-style-type: none">• Proposed change to an existing policy/practice• Undertaking a review of an existing policy/practice <p>Development of new suite of approval processes and templates for collaborative agreements.</p>
<p>C. Person responsible for the policy area or practice:</p> <p>Name: Anne-Marie O'Mullane</p> <p>Job title: Academic Policy Officer</p> <p>School/service/unit: Academic Services</p> <p>Note – the University's Collaborative arrangements are formally the responsibility of Governance and Strategic Planning (GASP). The development of the approval processes and MoA templates involved a joint project involving GASP, International Office and Academic Services.</p>
<p>D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:</p> <ul style="list-style-type: none">• affects primary or high level functions of the University Yes• is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)?• It is one which interested parties could reasonably expect the University to have carried out an EqlA? Yes
<p>E. Equality Groups</p> <p>To which equality groups is the policy/practice relevant and why?</p> <ul style="list-style-type: none">• Age• Disability• race (including ethnicity and nationality)• religion or belief• sex• sexual orientation• gender reassignment• pregnancy and maternity• marriage or civil partnership¹ <p>The approval processes and templates are relevant to students from all these equality groups, since the University's collaborative programmes are open to students from all backgrounds.</p> <p>Add notes against the following statements where applicable/relevant:</p>

¹ Note: only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

- On any available information about the needs of relevant equality groups:
The documentation takes account the University's experience of supporting students with disabilities on collaborative programmes.
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: **No**
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups: **No**
- If the policy/practice contributes to advancing equality of opportunity²
Yes, the template MoAs include provisions designed to ensure that the University meets its obligations to support and make reasonable adjustments for disabled students. They are also designed to ensure that the partner in the collaboration will not treat any person or group of people less favourably than another on the grounds of race, colour, religion or philosophical belief, ethnicity, sex, age, disability, nationality, marital status or sexual orientation.
- If there is an opportunity in applying this policy/practice to foster good relations:
Yes, by encouraging partner institutions to adopt the University's own practices in relation to disabled students, and to students with other protected characteristics, these documents will assist in fostering good relations.
- If the policy/practice create any barriers for any other groups? **The guidance does not create any barriers for any other groups.**
- How the communication of the policy/practice is made accessible to all groups, if relevant? **The guidance will be made available in different formats if necessary.**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? **Since the purpose of these documents is to enable the University to meet its governance responsibilities in respect of its collaborative activities, the development of the documents involved the groups of staff directly involved in operating those activities.**
- Any potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations: **No**

F. Equality Impact Assessment Outcome

Option 1: No change required – the assessment is that the policy/practice is robust.

G. Action and Monitoring

1. Specify the actions required for implementing findings of this EqIA and how the policy or practice will be monitored in relation to its equality impact. **The Virtual Collaborations Group will continue to monitor the operation of the approval processes and the template MoAs (for example, monitoring whether partner institutions agree to sign up to the provisions regarding equality and diversity).**
2. When will the policy/practice next be reviewed? **The MoA templates will be reviewed on a rolling basis on the basis of experience of operating them.**

H. Publication of EqIA

Can this EqIA be published in full, now? **Yes**

I. Sign-off

EqIA undertaken by: **Anne-Marie O'Mullane, Academic Policy Officer**

Accepted by (name): **Sara Welham, Academic Policy Manager**

Date: **12 December 2015**

Retain a copy of this form for your own records and send a copy to equalitydiversity@ed.ac.uk

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