



## Equality Impact Assessment Template

**A. Policy/Practice:**

**Associated Institution Policy**

**B. Reason for Equality Impact Assessment (delete as applicable):**

- Undertaking a review of an existing policy/practice

**C. Person responsible for the policy area or practice:**

Name: Susan Hunter

Job title: Academic Policy Officer

School/service/unit: Academic Services

**D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:**

- 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)? **Yes**
- It is one which interested parties could reasonably expect the University to have carried out an EqIA? **Yes**

**E. Equality Groups**

To which equality groups is the policy/practice relevant and why?

- Age
- Disability
- race (including ethnicity and nationality)
- religion or belief
- sex
- sexual orientation
- gender reassignment
- pregnancy and maternity
- marriage or civil partnership<sup>1</sup>

**The Policy applies to all protected characteristics groups as could have an impact on any staff and students from these groups studying or working with an Associated Institution.**

Add notes against the following statements where applicable/relevant:

<sup>1</sup> 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 last AI status was granted in 2013 so there is no information about the needs of relevant equality groups in recent requests. However, students who are jointly supervised by staff at the University and an AI will be covered by and included in the University's equality monitoring data and student experience surveys.**
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: **We are not aware of any gaps.**
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:  
**The policy aims to ensure robust application of due diligence and risk management, which includes equality considerations.**
- If the policy/practice contributes to advancing equality of opportunity<sup>2</sup> **N/A**
- If there is an opportunity in applying this policy/practice to foster good relations: **N/A**
- If the policy/practice create any barriers for any other groups? **No**
- How the communication of the policy/practice is made accessible to all groups, if relevant? **The policy can be made available in different formats if required.**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?  
**The Policy is approved by REC, which has student representation, and which considers equality implications of new and updated policies.**
- 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: **N/A**

#### F. Equality Impact Assessment Outcome

**Option 1:** No change required – the assessment is that the policy/practice is/will be 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 policy will be monitored by Academic Services.**
2. When will the policy/practice next be reviewed? **2019/20**

#### H. Publication of EqIA

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

#### I. Sign-off

EqIA undertaken by: Sara Welham, Academic Policy Manager

Accepted by: Susan Hunter

Date: 28 March 2016

Retain a copy of this form for your own records and send a copy to [equalitydiversity@ed.ac.uk](mailto:equalitydiversity@ed.ac.uk)

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