



Equality Impact Assessment Guidance and Template

This form is intended to help you decide whether an Equality Impact Assessment (EqIA) is needed and, if it is, to carry out the assessment of impact.

Assessing equality impact is a useful way of improving policy development and service delivery, making sure that we consider the needs of our students, employees and the wider community we serve, identify potential steps to advance equality and foster good relations, and do not discriminate unlawfully.

EqIA is part of the University's public sector equality duty under the Equality Act 2010 and the associated Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The Equality Act specifies the following 'protected characteristics': age, disability, race (including ethnicity and nationality), religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity, and marriage or civil partnership. This form uses 'equality group' to mean persons who share a relevant protected characteristic.

The University has a general equality duty to have due regard to the **needs** to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations between people who share a relevant protected characteristic and people who do not share it.

Under the Scottish Regulations, the University has a specific duty – subject to relevance and proportionality - to assess the impact of applying proposed new or revised policies and practices against the needs above. 'Policy and practice' should be interpreted widely to include the full range of the Universities policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services – essentially everything we do.

The form includes some administrative details about the policy/practice, a screening analysis to indicate whether full EqIA is required, and then a number of questions to enable full EqIA. All policies and practices that are being developed or reviewed should be screened and, where indicated, subject to full EqIA.

This form is designed to lead you through the process of EqIA through asking pertinent questions and the provision of examples. Answers should be recorded after each question or set of questions and the form can be expanded as required. Answers may be as long or short as is necessary and relevant, bearing in mind that the effort involved in EqIA should be proportionate to the relevance of the policy or practice to equality.

Once completed, this form will be the record of the screening and, where applicable, the EqIA of the policy or practice. All full EqIAs are published.

It is recommended that you undertake our online training on Equality and Diversity and EqIA before you carry out EqIA. This can be found at: <http://www.ed.ac.uk/schools-departments/equality-diversity/training-resources/e-diversity-training>

A. Policy or Practice: Edinburgh Student Experience Survey January 2012
B. Reason for screening: <ul style="list-style-type: none"> Proposed new /practice
C. Person responsible for the policy area or practice: <p>Name: Dr Tina Harrison</p> <p>Job title: Assistant Principal Academic Standards and Quality Assurance</p> <p>School/service/unit: N/A</p>
D. Screening Analysis <ol style="list-style-type: none"> Does the policy or practice affect primary or high level functions of the University? Yes 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 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 <p>If the answer to any of questions in section D above is 'Yes', an Equality Impact Assessment should be carried out on the proposed/revised policy or practice at an early stage and in any event before it is finalised.</p> <p>Equality Impact Assessment required: Yes</p> <p>Record any notes about the screening process or outcome here.</p> <ul style="list-style-type: none"> EqIA carried out prior to approval of survey content by task group and trial survey January 2013. Further EqIA to be carried out prior to survey launch if amendment made to current version.
F. Sign-off <p>Screening undertaken by: Dr Linda Bruce, Assistant Head, Academic Services</p> <p>Accepted by Dr Tina Harrison</p> <p>Date: 19 December 2012</p>

If EqIA is not being carried out, delete the remainder of this form and send the completed form to equalitydiversity@ed.ac.uk.

G. Equality Impact Assessment <p>Before assessing the policy/practice, ensure that you have a clear understanding of the purpose of the policy or practice, the context, the intended beneficiaries and the results aimed for.</p> <p>In answering the questions below:</p>

- Bear in mind that the extent of EqIA should be proportionate to the relevance of the policy/practice to equality. It may not be practicable or necessary to answer every question or address every potential scenario.
- Focus mainly on aspects of the policy/practice that are most relevant to the question, to ensure most attention is given to the most important areas.
- Relate answers to consideration of the available evidence and address any gaps or disparities revealed, where feasible without disproportionate effort. For new policies, assess potential impact.
- Describe any action identified to address any issues highlighted.
- Where there is potential for adverse impact, but the policy/practice will still be applied, indicate the rationale for that decision.

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 survey will be sent to pre-final year undergraduate students in January 2013. The aim is to gain a better understanding of the student experience to allow more targeted response in areas identified as priorities for action. Responses will be anonymous, but it will be possible to analyse survey results by equality groups above a threshold ensuring anonymity if the relevant information is held in the student record. This should give a better understanding of the student experience in these equality groups.

The survey is due to be finalised by the Assuring the Quality of the Student Experience task group (a task group of Senate Quality Assurance Committee) prior to a mini-pilot in early January 2013. After this any changes which need to be made to the questions will be approved by the task group and the survey launched on 21 January 2013. After the 2012/13 survey the survey may be revised for future years.

2. To which equality groups is the policy/practice relevant? The protected characteristics under the Equality Act are (delete as applicable)
 - Age
 - Disability
 - race (including ethnicity and nationality)
 - religion or belief
 - sex
 - sexual orientation
 - gender reassignment
 - pregnancy and maternity
 - marriage or civil partnership

Potentially all, because the survey will be sent to the whole pre-final year undergraduate population, and includes specific questions in relation to the equality groups.

In answering the questions below consider each of these equality groups. As part of this, consider diversity within, as well as between groups (e.g. different disabilities, different racial groups). Consider the implications of combinations of protected characteristics e.g. issues of relevance to women will vary once race, religion and age are taken into consideration. Also consider the impact on those with caring/family responsibilities (which tends to impact more on women).

3. What evidence is available about the needs of relevant groups? E.g.

information/feedback from equality groups or other stakeholders, involvement or research with equality groups or individuals, equality monitoring data, service monitoring data, information for other similar policies/practices, staff surveys, research reports, demographic information, audit, inspection or management reports and recommendations.

Where are the gaps in evidence? If there is insufficient information to properly assess the policy, how will this be addressed? If information cannot be gathered now, consider building monitoring into the plans for implementation/review of the policy/practice. Note: The resources put into collecting evidence should be proportionate to the relevance of the policy/practice to equality.

The survey will allow the University to gather evidence about the student experience of equality groups.

4. Might the application of this policy/practice lead to discrimination, harassment or victimisation? Might it result in less favourable treatment for particular groups or give rise to indirect discrimination? No.
5. Are reasonable adjustments built in where they may be needed? The survey is available on-line through the University's student portal, therefore relevant adjustments should be available as for other information accessed by students through the portal.
6. Does the policy/practice contribute to advancing equality of opportunity¹? Will it help to:
 - remove or minimise disadvantage
 - meet the needs of different groups
 - encourage increased participation of particular groups
 - take account of disabled people's impairments?

The survey will contribute to better understanding of the student experience and thus has the potential to advance equality of opportunity.

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?

As for question 6.

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

The survey may help the University to identify relevant evidence.

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

Not yet known.

10. Is any protected group excluded from participating in or accessing the service or

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

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

functions? No.

11. Does the policy/practice create any barriers for any other groups? For example, because of the time when the service is delivered or because of restricted income?

No.

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

Equality groups have not been specifically involved in the development of the survey. The task group has included representation from EUSA.

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.

H. Equality Impact Assessment Outcome

There is a legal obligation to take account of the results of the EqIA in the development of a new or revised policy or practice. Having considered the answers in section G, select one of the four options below to indicate how the development/review of the policy/practice will be progressed. Delete the options that do not apply.

Option 1: No major change – the assessment is that the policy/practice is/will be robust. There is no evidence of potentially unlawful discrimination and all reasonable opportunities to advance equality and foster good relations have been taken, subject to continuing monitoring and review.

State the reasons for this conclusion and the evidence used, if not already included in section G.

The survey will contribute to better understanding of the student experience and thus has the potential to advance equality of opportunity.

I Action and Monitoring

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

Final EqIA prior to survey go-live in January 2013.

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

As part of the review of the survey, based on the experience of the pilot. Via Assuring the Quality of the Student Experience task group and the Student Surveys Unit.

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

May 2013.

J. Publication of EqlA

The University's Equality Unit publishes EqlAs on its website. There is a statutory requirement to publish EqlAs within a reasonable period. However, in some circumstances there may be valid reasons to limit what is published or to delay publication.

Can this EqlA be published in full, now? Yes

J. Sign-off

EqlA undertaken by: Dr Linda Bruce, Assistant Head, Academic Services

Accepted by: Dr Tina Harrison, Assistant Principal Academic Standards and Quality Assurance

Date: 19 December 2012