



Equality Impact Assessment

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

Principles and operational notes for Student Staff Liaison Committees (SSLCs)

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

- **Proposed change to an existing policy/practice**
- **Undertaking a review of an existing policy/practice**

These principles now incorporate the Guidance for Students and Schools/subject areas – External Examiner summary reports at SSLCs.

C. Person responsible for the policy area or practice:

Name: **Gillian Mackintosh**

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
- 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

E. Equality Groups

To which equality groups is the policy/practice relevant and why? (delete any that are not relevant):

- Age
- Disability
- race (including ethnicity and nationality)
- religion or belief
- sex
- sexual orientation
- gender reassignment
- pregnancy and maternity
- marriage or civil partnership¹

The principles are applicable to all students and staff involved in Student Staff Liaison Committees but does not have specific impact on or requirements for any of the protected characteristics.

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.

Add notes against the following statements where applicable/relevant:

- On any available information about the needs of relevant equality groups: **There is no formal evidence as such regarding the needs of relevant equality groups however Edinburgh University Students Association (EUSA) were consulted during the drafting of these principles.**
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:
- If the policy/practice contributes to advancing equality of opportunity²
- If there is an opportunity in applying this policy/practice to foster 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? **At present there is no formal mechanism in place however we will continue to work with EUSA in the review of this guidance**
- 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:

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 (or note where this is specified above). **By continuing to include EUSA and colleagues in Schools in the further development and review of these principles**
2. When will the policy/practice next be reviewed? **May 2016**

H. Publication of EqIA

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

I. Sign-off

EqIA undertaken by: **Gillian Mackintosh, Academic Policy Officer**

Accepted by (name): **Dr Linda Bruce, Head, Quality Assurance Team**

Date: **11 September 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