



Equality Impact Assessment

<p>A. Policy/Practice (name or brief description):</p> <p>Student Appeal Regulations, Student Appeal Committee membership, and associated guidance</p>
<p>B. Reason for Equality Impact Assessment (delete as applicable):</p> <ul style="list-style-type: none">Proposed change to an existing policy/practice
<p>C. Person responsible for the policy area or practice:</p> <p>Name: Stuart Fitzpatrick</p> <p>Job title: Academic Policy Officer</p> <p>School/service/unit: 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 Yesis relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)? NoIt 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">AgeDisabilityrace (including ethnicity and nationality)religion or beliefsexsexual orientationgender reassignmentpregnancy and maternitymarriage or civil partnership¹ <p>The Student Appeal Regulations and associated guidance govern the University's Appeal Process and will apply to all students. It can reasonably be expected that any member of the student population might fall under a protected characteristic as defined in the Equality Act.</p> <p>Add notes against the following statements where applicable/relevant:</p> <ul style="list-style-type: none">On any available information about the needs of relevant equality groups: Annual data on student appeals is considered by the Quality Assurance Committee and reviewed to ensure there is equitable treatment of students in different categories, including relevant protected characteristic groups.Any gaps in evidence/insufficient information to properly assess the policy, and how this will be addressed: We are not aware of any gaps in evidence, but would

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.

note that due to the relatively small number of appeals, and consequently the small number from students in protected characteristic groups, there are limits on the conclusions that can reliably be drawn from data.

- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups: **We have no evidence of this.**
- If the policy/practice contributes to advancing equality of opportunity² **This work could contribute to advancing equality of opportunity. All appeals are considered consistently by the Student Appeal Committee, regardless of the type of appeal. Each individual appeal is handled in a way which appropriately considers any relevant requirements under the Equality Act.**
- If there is an opportunity in applying this policy/practice to foster good relations. **No**
- 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? **Academic Services will communicate the new Student Appeal Regulations in its Annual Update of new policies. The policy can be made available in different formats.**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? **The Student Appeal Regulations and SAC membership are considered and approved by the Curriculum and Student Progression Committee (CSPC) on behalf of the University Senate. CSPC has widespread representation, including from Edinburgh University Students Association (EUSA), to gain input into the development of policies and regulation and their review and monitoring.**
- 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 (or note where this is specified above). **No change in current practice required.**
2. When will the policy/practice next be reviewed? **Academic Year 2019/20**

H. Publication of EqIA

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

I. Sign-off

EqIA undertaken by: **Stuart Fitzpatrick, Academic Policy Officer**

Accepted by: **Sara Welham, Head, Governance and Regulatory Framework Team, Academic Services**

Date: **28.7.15**

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