



Equality Impact Assessment

A. Policy/Practice (name or brief description): EUSA and University Student Engagement Statement
B. Reason for Equality Impact Assessment (delete as applicable): <ul style="list-style-type: none">• Undertaking a review of an existing policy/practice
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: <ul style="list-style-type: none">• 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 EqIA? Yes
E. Equality Groups To which equality groups is the policy/practice relevant and why? <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 The statement is applicable to all students and staff but does not have specific impact on or requirements for any of the protected characteristics. Add notes against the following statements where applicable/relevant: <ul style="list-style-type: none">• 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 development and review of the statement. EUSA has 4 Liberation Groups: Women, LGBT+, Black and Minority Ethnic, and Disability and Mental Wellbeing.• Any gaps in evidence/insufficient information to properly assess the policy, and how

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.

this be will be addressed: **we are not aware of any gaps in evidence.**

- 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 **N/A**
- If there is an opportunity in applying this policy/practice to foster good relations: **By consulting on the engagement statement we have contributed to raising awareness of this work.**
- If the policy/practice create any barriers for any other groups?
The statement 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 statement is made available by the website and 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?
We will continue to work with EUSA in the review of this statement.
- 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.

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.

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). **As above, and by continuing to include EUSA in the further development and review of the statement.**
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: **Sara Welham, Head, Governance and Regulatory Framework Team, Academic Services**

Date: **27 July 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