



Equality Impact Assessment

A. Policies or Practice (name or brief description.) Tutoring and Demonstrating code of practice
B. Reason for screening (delete as applicable): <ul style="list-style-type: none">• Undertaking a review of an existing Code for EqIA
C. Person responsible for the policies area or practice: Name: Pippa Ward Job title: Academic Policy Officer School/service/unit: Academic Services
D. Screening Analysis <ol style="list-style-type: none">1. Do these policies or practice affect primary or high level functions of the University? Yes2. Are the policies or practice relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' set out in the introduction above) Yes3. Are the policies or practice one on which interested parties could reasonably expect the University to have carried out an EqIA? Yes <p>If the answer to any of these questions is 'Yes', an EqIA should be carried out on the proposed/revised policy or practice at an early stage and in any event before it is finalised.</p>
E. Screening outcome Equality Impact Assessment required: Yes Record notes about the screening process or outcome here. <ul style="list-style-type: none">• If EqIA is required, note when/at what stage(s) and by whom EqIA will be carried out. Maggie Marr and Sara Welham will carry out the screening process for the review of this policy.
F. Sign-off Screening undertaken by: Maggie Marr, Officer, Academic Registry and Sara Welham Head, Governance and Regulatory Framework Team, Academic Services Accepted by (name): Pippa Ward Date: 10/11/2014

G. Equality Impact Assessment

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 Code of Practice on Tutoring and Demonstrating is currently under review. Information from a recent task Group is available online and next steps are being considered by the University. However, it was considered timely to equality impact assess the current Code.
<https://www.wiki.ed.ac.uk/display/TGTD/Task+Group+on+Tutoring+and+Demonstrating+Wiki>

2. To which equality groups are the policies/practice relevant? Policies/practices applying to substantial groups of students or staff will be relevant to all equality groups, which should be noted. However, also indicate any equality groups for which the policy/practice is particularly relevant, and why.

The protected characteristics under the Equality Act are (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

This policy applies to Tutoring and Demonstrating and therefore may have an impact on any Tutors and Demonstrators within the protected characteristic groups. Tutors and Demonstrators may be employed staff or postgraduate students.

Note 1 - The University has a responsibility to appoint tutors with the appropriate skills and qualifications required for the position. Furthermore, all recruitment must be fair, and satisfy the University's equal opportunities guidelines.

Note 2 - The University is required to put in place additional measures (as far as is considered reasonable and practical) to enable disabled tutors to carry out teaching and teaching-related duties, and to support them in their roles once they have been appointed.

3. What evidence is available about the needs of relevant equality 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.

The University's HR department supports a number of committees, some of which consider such evidence regarding staff. <http://www.ed.ac.uk/schools-departments/equality-diversity/governance-committees>

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

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.

collecting evidence should be proportionate to the relevance of the policy/practice to equality.

We believe there are no gaps in the evidence required to equality assess this Code.

4. Might the application of this policy/practice lead to discrimination, harassment or victimisation? Might it result in less favourable treatment for particular equality groups or give rise to indirect discrimination?

No

5. Are reasonable adjustments built in where they may be needed?

See Note 2 in G.2 above.

6. Does the policy/practice contribute to advancing equality of opportunity²? Will it help to:

- remove or minimise disadvantage
- meet the needs of different equality groups
- encourage increased participation of particular groups
- take account of disabled people's impairments?

This policy advances equality as it ensures a standard code of practice across the University.

7. Is there an opportunity in applying these policies/practices to foster good relations between people in any protected group and those who are not³? Will it help to tackle prejudice and/or promote understanding?

No

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

No

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

No

10. Is any equality group excluded from participating in or accessing the service or functions? If so, why?

No

11. Does the policies/practice create any barriers for any other groups? For example, because of the time when the service is delivered or because of restricted income? Is the communication of the policies/practice accessible to all groups?

No barriers are created and the policy is accessible to all.

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

See Section 3 above.

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

³ This question does not apply to the protected characteristic of marriage or civil partnership.

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.

No

H. Equality Impact Assessment Outcome

Option 1: No change required – the assessment is that the policies /practice are /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.

This policy ensures a standard code of practice across the University.

I Action and Monitoring

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

None needed.

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

The policy will be reviewed as part of the work in reviewing the Code of Practice, see section G.1.

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

The University is considering the best approach for reviewing the Code of practice and work on tutoring and demonstrating. Once this is known, it will be incorporated into the schedule for policy review maintained by Academic Services.

J. Publication of EqIA

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

J. Sign-off

EqIA undertaken by: **Maggie Marr, Officer, Academic Registry and Sara Welham Head, Governance and Regulatory Framework Team, Academic Services**

Accepted by (name): **Pippa Ward**

Date: **10/11/2014**

Retain a copy of this form for your own records and send a copy to equalitydiversity@ed.ac.uk