



## Equality Impact Assessment Template

Before carrying out EqIA, you should familiarise yourself with the University's EqIA Policy Statement and Guidance and Checklist Notes, and undertake our online training on Equality and Diversity and EqIA. These, along with further information and resources, are available at [www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment](http://www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment)

EqIA covers policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

<p><b>A. Policy/Practice (name or brief description):</b> <b>Orientation and English Language support Course for relocating employees from a refugee background and their families. Also for relocating employees and families whose first language is not English.</b></p>
<p><b>B. Reason for Equality Impact Assessment (delete as applicable):</b></p> <ul style="list-style-type: none"><li>• <b>Proposed new policy/practice</b></li></ul>
<p><b>C. Person responsible for the policy area or practice:</b></p> <p>Name: <b>Michael Jenkins</b></p> <p>Job title: <b>Head of ELE and LFA</b></p> <p>School/service/unit: <b>COL</b></p>
<p><b>D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:</b></p> <ul style="list-style-type: none"><li>• <b>It is one which interested parties could reasonably expect the University to have carried out an EqIA</b></li></ul>
<p><b>E. Equality Groups</b></p> <p>To which equality groups is the policy/practice relevant and why? (delete any that are not relevant):</p> <p><b>Applies to all but particularly advantageous to race and nationality</b></p> <ul style="list-style-type: none"><li>• Age</li><li>• Disability</li><li>• race (including ethnicity and nationality)</li><li>• religion or belief</li><li>• sex</li><li>• sexual orientation</li><li>• gender reassignment</li><li>• pregnancy and maternity</li></ul>

- marriage or civil partnership<sup>1</sup>

Add notes against the following statements where applicable/relevant:

- On any available information about the needs of relevant equality groups:
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: **Pilot course /new process so unable to say at the moment but data will and monitored ongoing.**
- 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 opportunity<sup>2</sup> **Yes. By the nature of the course offer it will likely impact positively on race/nationality**
- If there is an opportunity in applying this policy/practice to foster good relations: **Yes. It is an inclusive process and as noted above will have a positive impact on race/nationality.**
- If the policy/practice creates any barriers for any other groups? **No. Open to all relocating staff whose first language isn't English**
- How the communication of the policy/practice is made accessible to all groups, if relevant? **As part of relocation practice information will be on the website and communicated to staff at induction**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? **N/A**
- 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: **Not only open to refugees and families but to all relocating employees and families whose first language isn't English. Therefore, any possible discrimination in this regard is eliminated.**

#### F. Equality Impact Assessment Outcome

Select one of the four options below to indicate how the development/review of the policy/practice will be progressed and state the rationale for the decision. (Delete the options that do not apply):

**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).

**The pilot course will be monitored and, should it become practice, monitoring will continue.**

<sup>1</sup> 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.

<sup>2</sup> This question does not apply to the protected characteristic of marriage or civil partnership

