



## Equality Impact Assessment Template

Before carrying out EqlA, you should familiarise yourself with the University's EqlA Policy Statement and Guidance and Checklist Notes, and undertake our online training on Equality and Diversity and EqlA. 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)

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

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

**Introduction of Tablet/Phone App for use by staff or students. Initially to highlight and report any areas of the campus which could prove to be, or cause in future if left unattended, physical difficulties for staff or students to easily negotiate their way around the campus.**

**The reported items could be existing maintenance requirements or historical access issues (or similar) which could be improved by reactive/proactive attendance by the University Estates Department.**

**The App is not restricted to a particular element of reporting and has wide ranging possibilities for use.**

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

- Proposed new policy/practice - **proposed new software available for use (at this time) on Tablet/phone using Apple products.**

**C. Person responsible for the policy area or practice:**

Name: **Ian R Fell**

Job title: **Senior Technician/Building Surveyor**

School/service/unit: **Estates Department**

**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 **NO**
- is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)? **YES**
- 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 partnership<sup>1</sup>

Add notes against the following statements where applicable/relevant:

- On any available information about the needs of relevant equality groups:

**The app will be available to a small number of students and staff to begin with as a pilot but could be extended and therefore has the potential to impact on all 9 protected characteristics. However, has the potential to have greatest impact on the protected characteristics of disability and race. The software will need to be accessible in order that disabled students can use the application and we would expect the app to conform to the Web Content Accessibility Guidelines Version 2 AA standard and be compatible with the inbuilt accessibility features of the iPhone and iPad. The application will have accessibility testing conducted by the Information Services, Disability Information Officer. This app has the potential to have a positive effect on disability as well as it will allow disabled students and staff to report accessibility issues immediately and request Estates and Buildings to address them.**

**There is the potential for the application to impact on race as the app will only be available in English but as English is the main teaching language of the University we do not envisage that this will lead to any disadvantage.**

**The system comprises of a front end which is downloaded from the app store and requires an Apple product such as an iPhone or iPad to view although it is hoped this can be extended in the future to include Android devices. There is also a back end/admin side which is used by The Estates Department to review and track the issues reported. This administration side can be viewed on any PC.**

- Any gaps in evidence/insufficient information to properly assess the policy, and how this will be addressed: **At this stage we feel we have sufficient information to proceed.**
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups **We do not believe that this application will result in any form of prohibited conduct. In fact, it should allow greater ease of reporting for disabled students who have an accessibility issue of campus leading to a speedier resolution therefore reducing the chance of any less favourable treatment.**
- If the policy/practice contributes to advancing equality of opportunity<sup>2</sup> **As above it is hoped that the application will lead to speedier resolution of any issues affecting accessibility of University buildings and therefore advancing equality of opportunity.**
- If there is an opportunity in applying this policy/practice to foster good relations: **By**

<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

allowing users to directly report accessibility issues around the University Campus it is hoped that the University can demonstrate its commitment to disabled students and to ensuring the University Buildings are as accessible as possible., which is hoped will strengthen positive relationships between the University and its disabled students and staff.

- If the policy/practice create any barriers for any other groups?  
**At the moment the application is only available on an Apple device such as an iPhone or iPad. It is hoped that in future the application can be expanded to include android smart phones. In the meantime, if a student wished to report an issue they could report it to a member of staff in person who could report it on the system for them.**

**The back end system is available on any PC and the University offers free 24 hour access to PC's in accessible locations.**

- How the communication of the policy/practice is made accessible to all groups, if relevant? **Communication about the application will be provided in a variety of formats; emails, website etc and information in alternative formats will be available upon request.**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? **The application has been accessibility tested by the Disability Information Officer for Information Services and is being piloted with volunteers from students registered with the Student Disability Service. The Access and Facilities subgroup which is a subgroup of the Student Disability Committee has been involved and consulted about the applications development.**
- 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? **By allowing users to directly report accessibility issues around the University Campus it is hoped that the University can demonstrate its commitment to disabled students and to ensuring the University Buildings are as accessible as possible.**

#### 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).
  - **Monitor feedback for any positive or negative comments related to any of the 9 protected characteristics and act according**
  - **Ensure staff are aware of the need to provide information in alternative formats upon request**

- **Ongoing liaison with the Student Disability Service to recruit volunteers to pilot the application.**

2. When will the policy/practice next be reviewed?

**When there are any changes made to the application, when it is extended to other devices or when we received any positive or negative feedback related to any 9 of the protected characteristics.**

#### H. Publication of EqIA

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

If No – please specify when it may be published or indicate restrictions that apply:

#### I. Sign-off

EqIA undertaken by (name(s) and job title(s)): **Ian R Fell, Senior Technician/Building Surveyor, Estates and Buildings**

Accepted by (name): **TBC**

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.] **DESIGN MANAGER.**

Date: **TBC**

**24/8/15.**

Retain a copy of this form for your own records and send a copy to [equalitydiversity@ed.ac.uk](mailto:equalitydiversity@ed.ac.uk)