



## 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.

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

Admissions Policy – articulation of temporary framework for deferral decisions in the context of Covid-19.

**B. Reason for Equality Impact Assessment (Mark **yes** against the applicable reason):**

- Proposed new policy/practice
- Proposed change to an existing policy/practice
- Undertaking a review of an existing policy/practice
- Other (please state): YES

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

Name: Colm Harmon

Job title: Vice Principal Students

School/service/unit: Student strand of Covid-19 Adaptation and Renewal activities.

**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
- 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?

**E. Equality Groups**

To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s)

- Age
  - applies to all applicants with UG applicants predominantly under 21 and PG applicants predominantly under 30. Older/independent applicants may be more

likely to need to defer given the higher incidence of covid-19 in older age groups and impacts on child and other care services.

- Disability
  - Applicants with a physical disability or who have a disabled family member may be more at risk from Covid-19 and therefore more likely to need to defer.
- race (including ethnicity and nationality)
  - applicants from BAME backgrounds may be more likely to require a deferral given the reported disproportionate impacts on some ethnic groups of Covid-19.
- religion or belief
- sex
- sexual orientation
- gender reassignment
- pregnancy and maternity
- marriage or civil partnership<sup>1</sup>

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups:
  - The policy adjustment recognises explicitly that applicants may be directly impacted by covid-19 through a variety of mechanisms (health, sporting endeavour, economic/financial, commitment to NHS frontline roles etc) and articulates the prioritisation of deferred places for these groups over those who might choose to defer because of social distancing impacts on the wider experience of HE. The potential for impact to be concentrated on protected characteristics groups is based on our understanding of the direct impacts of Covid articulated in public health reports.
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:
  - There is no data with which to assess the indirect likelihood of covid-19 impacts on our applicant population. It is however likely that WP candidates may face additional financial or confidence barriers to mobility as a consequence of Covid-19
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:
  - By focusing on those directly impacted by Covid-19 and not allowing deferral on request, the policy explicitly prevents the shifting of impact on to the next cohort of applicant via a reduced availability in places. That increase in competition for places would have the potential to increase the barriers to under-represented groups in high demand subject areas.
- If the policy/practice contributes to advancing equality of opportunity<sup>2</sup>
- If there is an opportunity in applying this policy/practice to foster good relations:
- If the policy/practice create any barriers for any other groups?
- How the communication of the policy/practice is made accessible to all groups, if relevant?
  - Articulated in FAQs for applicants.

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<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

- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?
  - Development of policy amendment progressed through Academic Contingency Group and Student Recruitment Fee Strategy Group which deliberately include representation from the student sabbatical officers.
- 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:

#### 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

**Option 1:** No change required – the assessment is that the policy/practice is/will be robust.

Policy is proportionate in achieving the desired objectives and recognises explicitly that the impact of Covid-19 on individual applicants may be significant and create extenuating and differentiating circumstances.

#### 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).
  - Change in profile of deferrals will be monitored and reported to SRFSG/UE in October as the number of entrants is confirmed.
2. When will the policy/practice next be reviewed?
  - Consideration of extension of the policy will be undertaken alongside impact data in October.

#### 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 Tracey Slaven, Deputy Secretary Strategic Planning

Accepted by Colm Harmon, VP Students

Date: 18 June 2020

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

