



## 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.

<b>A.</b> Policy/Practice (name or brief description): SPRINT - SPace Research & Innovation Network for Technology.
<b>B.</b> Reason for Equality Impact Assessment (Mark <b>yes</b> against the applicable reason): <ul style="list-style-type: none"><li>Proposed new policy/practice</li></ul>
<b>C.</b> Person responsible for the policy area or practice:  Name: Stuart Simmons  Job title: Business Development  School/service/unit: The School of Business Development
<b>D.</b> 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"><li>It is one which interested parties could reasonably expect the University to have carried out an EqIA?</li></ul>
<b>E.</b> Equality Groups  To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s) <ul style="list-style-type: none"><li>Age</li><li>Disability</li><li>race (including ethnicity and nationality) - ethnic minority led SMEs likely to be under-represented and therefore potentially more difficult to connect/engage with the project</li><li>religion or belief</li><li>sex - female led SMEs likely to be under-represented and therefore potentially more difficult to connect/engage with the project.</li><li>sexual orientation</li><li>gender reassignment</li><li>pregnancy and maternity</li><li>marriage or civil partnership<sup>1</sup></li></ul>

<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.

Add notes against the following applicable statements:

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

*Assessment of under-representation reflects national statistics on SMEs – Small Business Survey 2016, Scottish Government, indicates that 19% of SMEs in Scotland are led by women (similar to the UK level) and only 3% by individuals in Minority Ethnic Groups (lower than the 5% at UK level). Given gender imbalance in STEM subjects at HE level; it is likely that this is exacerbated within technical and engineering focused SMEs. Activities through Athena Swan programmes already target increasing engagement and progression of women in these subject areas.*

- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:

*Limited evidence, in advance of the project, of the actual gender and ethnicity profile of SMEs capable of engagement with the Space sector. Monitoring of engagement profile during the project will consider whether the diversity of SMEs engaged is in line with the national profile, whether deviation is reflective of sub-sector profile and whether any mitigating actions are required.*

- 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>

- 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?  
No

- How the communication of the policy/practice is made accessible to all groups, if relevant?

*Consideration to be given to the effectiveness of targeted communications to gender/ethnicity focused support networks for SME.*

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

- 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.

*With the inclusion of gender and BME considerations within the communications/engagement process, the policy is believed to be robust.*

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

Therefore, the policy/practice in question would already be covered by the University's existing Equality & Diversity Strategy, which would seek to address equality in higher education. Equality and Diversity Strategy (currently under review) and accompanying Equality and Outcomes Action Plan

<http://www.docs.csq.ed.ac.uk/EqualityDiversity/Strategy.pdf>

**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). *Continual monitoring of the project to ensure projects activities include those that might access/reach networks in which unrepresented business leads are involved.*
2. When will the policy/practice next be reviewed? *The policy practice will be reviewed on award and following review of the University's Equality and Diversity Strategy.*

**H. Publication of EqIA**

Can this EqIA be published in full, now? Yes

**I. Sign-off**

EqIA undertaken by Stuart Simmons, Business Development

Accepted by Tracey Slaven, Deputy Secretary Strategic Planning

Date: 12 June 2018

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