



Equality Impact Assessment – DTP001 Apps Anywhere

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

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):

Practice – Introduction of a new IT system which will implement a technical solution that pilots a new service so that the university can offer students and staff the same applications available on on-campus desktops to students working remotely (including the Online Distance Learning (ODL) community) and using their own devices.

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

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

C. Person responsible for the policy area or practice:

Name: **Graham Newton**

Job title: **Desktop Services Team Leader, Infrastructure Division (ITI), Desktop Services**

School/service/unit: **Infrastructure Division (ITI), Information Services Group (ISG)**

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 **Yes**
- 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 EqIA? **Yes**

E. Equality Groups

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

- Age –
- Disability –
- race (including ethnicity and nationality) -

- religion or belief -
- Sex -
- sexual orientation -
- gender reassignment -
- pregnancy and maternity -
- marriage or civil partnership¹ -

AppsAnywhere could be made available to all staff and students at the University and therefore it has the potential to be relevant to all groups. It is particularly relevant to some disabled users who may rely on assistive technology to access web resources.

The equality groups for which the policy/practice is particularly relevant are disability and race. This is because the new design may affect how disabled users access the website using assistive technology such as voice recognition software, screen readers or screen magnification software. Working in conjunction with the third party supplier, we will ensure as far as possible that the new solution promotes and facilitates compliance with the Web Content Accessibility Guidelines version 2 (<http://www.w3.org/TR/WCAG20/>).

Race is a relevant characteristic in that the majority of the site is in English, however as English is the main teaching language of the University we do not believe this will lead to any disadvantage.

The technology may also lead to a positive impact on the protected characteristics of sex, pregnancy and maternity, disability and religion or belief. As allowing students and staff the ability to access applications from a variety of locations may be beneficial to those with caring, parental responsibilities, shown to be statistically predominately woman (sex, pregnancy and maternity), make it easier for those have various time of religious observance (region or belief), help for disabled user s who may wish to access the applications from other locations which are more accessible for them. There may also be a potential; benefit for international students who will be able to access the applications in their home countries during holiday time (race) We recognise that in some countries where web restrictions apply users may experience difficulties accessing some of the apps but the University will place no restrictions on locations of use.

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups:
We have consulted with the Information Services Disability Information Officer about the accessibility of the software in terms of its compliance with the Web Content Accessibility Guidelines Version 2 AA standard. We have consulted with the University International Office and Student Disability Service about this process and asked for comment on this EqIA. The request for this service came from the three colleges and the three support groups of the University.
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:
At this stage we feel we have sufficient evidence 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 practice will lead to any form of prohibited conduct. The software has been checked for accessibility to ensure no disadvantage to disabled users. In fact for the reasons stated in this document we feel this change will reduce

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.

any likelihood of any potential discrimination. Where required we will make reasonable adjustments which in this case may involve providing information/guidance in alternative formats etc.

If the policy/practice contributes to advancing equality of opportunity² This policy should enhance opportunity for those with the protected characteristics of race, religion or belief, sex, pregnancy and maternity and disability for the reasons stated above regarding the provision of more flexible working and working from various locations. The apps that are currently scoped to be packaged include assistive software "TextHelp Read and Write Gold" and other software packages that can be of assistance to disabled users such as Adobe Reader and mind mapping software such as Inspirational and MindGenius. The other apps currently in scope are: Pebblepad, SPSS, Statistics for the Terrified, Internet Explorer, Microsoft Office, EndNote, Speedwell, Rstudio, Glasshorse, Minitab, Solid Edge and Sniffy the Virtual Rat.

- If there is an opportunity in applying this policy/practice to foster good relations: The project should create no disadvantage and by demonstrating the commitment Information Services and the University has to Equality and Diversity issues we will be able to foster good relations. The ability of all students including ODL students to access these apps free of charge should reduce the chance of any disadvantage caused by any difficulties users may have accessing resources on campus.
- If the policy/practice create any barriers for any other groups? This policy should create no barriers to other groups and may have a positive impact on those from lower incomes as this service will allow staff and students to use apps on their home/personal devices that they might previously have had to pay for. The solution aims to be accessible from all user devices, however the expectation would be users using public terminals would use the HTML5/web route, not Citrix receiver to prevent security risks.
- How the communication of the policy/practice is made accessible to all groups, if relevant? All communication about the practice will be done via a variety of mediums including email and on the University Website which has a Web Accessibility Policy which is based on the Web Content Accessibility Guidelines Version 2 AA standard. We will make all communication available in alternative formats on request free of charge.
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? The Information Services Disability Information Officer will continue to review the accessibility of the system for disabled users whenever there is any major change. In addition, all feedback will be monitored for any positive or negative impact on any of the 9 protected characteristics and acted on accordingly
- 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: Nothing further than that stated above.

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

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

Option 1: No change required – the assessment is that the policy/practice is/will be robust.
For the reasons stated above

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 and respond to all solution UAT/user feedback, and noting any positive or negative impacts on any of the nine protected characteristics and acting accordingly
 - Make staff aware of the need to make reasonable adjustments and the need to provide information in alternative formats free of charge on request Promote the University web accessibility policy and continue to develop support and guidance.
 - Assess any changes to the software and system to check its accessibility.
2. When will the policy/practice next be reviewed?
 - When there are any changes to the system or when we receive any positive or negative feedback related to any nine 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: **N/A**

I. Sign-off

EqIA undertaken by (name(s) and job title(s)): **Ross Marrins, Senior Project and Programme Manager, Infrastructure Division, Information Services Group**

Accepted by (name): **Graham Newton, Desktop Services Team Leader, Infrastructure Division (ITI), Desktop Services**

Date: **20/06/2018**

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