



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

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):

KB100 Art Commission: New permanent artwork at The King's Building (KB)

As part of a programme of events and celebrations to mark their centenary, The King's Building (KB) campus and College of Science and Engineering (CSE) provided funding to commission a permanent work of art to mark the campus' milestone.

Following the University Commissioning Guidelines process the artist Katie Paterson was chosen in 2019 to produce a new artwork for KB. The work she proposed takes the form of a 100 three-lined sentences cut in metal (each an "Idea"). Each are inspired by scientific thought and research; the subject-matter for the text of each Idea is wide ranging, from the first colours on earth to the universe's last stars; involving fields such as Chemistry, Biology, Astronomy, Geology, and Geography.

The "Ideas" will be situated in a variety of locations in and around the King's Building campus of the University of Edinburgh which have been approved by CSE and Estates. The locations will include internal and exterior walls and in the grounds and gardens. Some "Ideas" will be immediately visible and others will be in hidden and unexpected places, at varying levels, high and low.

The "Ideas" will be made entirely of 316 grade stainless steel with mirror polished surface. The text will be microwater jet cut out and 316 grade stainless steel pins will be affixed to the rear of the texts with adhesive.

The commission will be also accompanied by a digital component, an online website that will have a map feature of the campus which outlines the locations and includes photographs of each of the "Ideas" to enable the University Community and visitors to campus to navigate around, and engage with, the work.

This EqIA covers the whole project and therefore refers to both the physical and digital components of the commission.

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: Jacky MacBeath

Job title: Head of Museums

School/service/unit: Library and University Collections, 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- **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 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

Add notes against the following applicable statements:

The commission has the potential to impact all equality groups as staff, students and visitors to the University.

The commission was developed following the University Commissioning Guidelines process. The guidelines had an EqIA review in 2019. Moreover, the guidelines include a section regarding ethics of commissioning. This is to prompt those commissioning to be reflective of the ethics and potential impacts of the artwork being produced. It is stated that at all stages, 'risk assessments and consultations should be undertaken with historical, social, and political contexts in mind. Dialogue should be open and transparent, include all stakeholders, and give particular consideration to underrepresented voices or interests.' This was written with the intention of being mindful on a case-by-case basis, raise awareness and to ensure that no form of prohibited conduct occurs

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.

The commission was chosen from a selection of proposals from three shortlisted artists by a panel comprised of different representatives across the University including people from Estates and Buildings, The College of Science and Engineering, Edinburgh College of Art and the Art Collection.

The website is being designed by an external designer. They have been informed of the Website Content Accessibility Guidelines and is aware of statement requirements and compliance check or report. The website will eventually be hosted by University server and maintained by Digital Library team in ISG.

None of the text in any of the “Ideas” is discriminatory against any protected characteristic

Having said this, the commission could have the potential to impact:

Age – the commission has the potential to impact against viewers for their age with regards the content and location. As it’s a text based work, those in their early year’s education and who are learning to read might not be able to engage with the work immediately. However, these are not expected to be regular, primary engagers with the work. Nevertheless, two of the 100 Ideas are to be installed at the Nursery located at KB. The artist has chosen “Ideas” for this site whose subject matter considers younger viewers and the Nursery context.

The work will be installed at different points across campus and therefore encourages movement which might impact elderly people with mobility concerns. But, there may be the possibility that the provision of online map and list of “Ideas” offers greater accessibility to information off campus. This improved flexibility and support for engaging with the entire work and is a positive impact on this group.

Disability – there is the potential for this commission to impact this group in terms of its form as a text based work that is multi-sited and which also has an online component. We acknowledge the potential for the work being text based to impact those who have difficulty reading.

We acknowledge that the “Ideas” will be installed at different heights and locations; this range of locations is deliberate and forms part of the work. But, the fact that the work is located at different points across campus may impact those with mobility challenges and concerns. 14 out of the 100 (14%) “Ideas” are not directly accessible by wheelchair.

We acknowledge the potential that the provision of an online map and list of “Ideas” offers a benefit of greater accessibility to a range of viewers. Website Content Accessibility will be considered and integrated in the design development of this site/page, adjustment requirements will be considered with content and a full Website Content Accessibility Guidelines 2.1 AA compliance check will be undertaken regularly. Capacity for the site to be improved on over time is possible due to the University hosting the site long-term.

Religion or belief- We do not envisage the commission to impact or have accessibility disadvantage in relation to this equality group. The text is not discriminatory in content to this equality group. Any planned future tours of the artwork will be offered at different times to allow for flexibility and consideration of this equality group.

Race – The “Ideas” are produced in English, as English is the main teaching language of the University we do not envisage this causing major disadvantage. Users should be able to use browser settings to change the language of the online website content.

Sex - This commission is created by an artist who self identifies as female. With over 20 sculptural works on campus, this is only the third permanent artwork by a self-identified female across University campus. This commissions has the potential to positively impact representation at the University. There is no positive discrimination in that the artist was not chosen due to being a self-identifying female.

Sexual Orientation – We do not envisage the commission to impact or have accessibility disadvantage in relation to this equality group. The text is not discriminatory in content to this equality group.

Gender Reassignment- We do not envisage the commission to impact or have accessibility disadvantage in relation to this equality group. The text is not discriminatory in content to this equality group.

Marriage and Civil Partnership - We do not envisage the commission to impact or have accessibility disadvantage in relation to this equality group. The text is not discriminatory in content to this equality group.

Pregnancy and maternity- The work will be installed at different points across The King’s Buildings and therefore encourages movement across campus which might be challenging for pregnant women, those with caring responsibilities or people with prams and children. But, there may be the possibility that the provision of online map and list of “Ideas” offers greater accessibility to information off campus. This improved flexibility and for those with caring responsibilities is a positive impact on these groups. Any planned future tours of the artwork will be offered at different times to allow for flexibility and consideration of this equality group.

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

The commission has followed up-to-date best practice methods. Internally the Disability Officer, Staff Disability Network and Pride Network have reviewed the EqIA and commission and the Disability Officer has advised on Website Content Accessibility requirements of the online component. Updates were carried out in consultation with key staff and department sections and in line with best practice methods. Work has been led by the Art Collections Curatorial team with input from Digital Library, The College of Science and Engineering and Estates and Building representatives including Health and Safety. Additional information for the commission was supplied to the University Collections Advisory committee, and through consultation with public art experts and the Information Services Disability Officer.

Nevertheless, we will continue to monitor feedback from all users related to equality issues both positive and negative. Should an individual from an equality group provide negative feedback or require further support, we will endeavour to response to these quickly and smoothly.

- **Any gaps in evidence/insufficient information to properly assess the practice/ 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 envisage that any users should experience any form of prohibited conduct as a result of this commission. We acknowledge that the “Ideas” are produced in English and in a specific form. As mentioned above, English is the main teaching languages of the University so we do not envisage this causing major disadvantage. The text is not discriminatory in content to any of the equality groups.

We acknowledge that the “Ideas” will be installed at different heights and locations. The range of locations is deliberate and forms part of the work. But, we envisage that the digital component will offer an alternative to anyone unable to access the on-site installations generally. Reasonable adjustments will be put in place and information can be provided in alternative formats free of charge upon request. Capacity for the digital component to be improved on over time is made possible by the University hosting the site long-term.

- **If the policy/practice contributes to advancing equality of opportunity²**

It is hoped that the commission will contribute significantly to advancing equality of opportunity by fostering gender representation and following best practice commissioning methods. The commission has been developed with the intention of being as inclusive and accessible as possible from how the “Ideas” are presented to the development of the digital element. The commission will be available free of charge, online and physically on KB campus.

- **If there is an opportunity in applying this policy/practice to foster good relations:**

We have undertaken an EqIA and considered impacts of the commission on all the protected characteristics. We are committed to Equality and Diversity issues and to fostering good relations, and eliminating any prohibited conduct. All feedback will be monitored for any positive or negative impacts on any of the 9 protected characteristics and acted on accordingly.

More generally, we have a standard set of guidelines for the University that promotes best practice, ethical considerations will lead to greater consistency and thoughtfulness to audiences when commissioning.

- **If the policy/practice create any barriers for any other groups?**

It is unlikely that the commission will create barriers for any other groups negatively. However, the guidelines have the potential to positively impact the local community including those with lower socio-economic status. The commission will be available free of charge, online and in physically on campus. Some interiors locations won't be accessible 24/7 but the

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

outdoor Ideas are available when campus is open and the online aspect will be always be available for access.

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

The commission will be able both online and physically on campus.

Other platforms where the work will be promoted will likely be on University websites, email and social media (Art Collection and the CSE), the CSE digital newsletter, the artist's website and gallery website. All online content will be checked against compliance with the Web Content Accessibility Guidelines 2.1 AA standards as per the University Web Accessibility Policy and an accessibility statement added in line with The Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018

Information will be written in clear, simple language. Technical language will be minimally used and explained if used. Alternative formats for communications will be made available free of charge.

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

Internally the Information Services Disability Officer, Staff Disability Network and Pride Network has reviewed the EqIA and the Disability Officer will support WCAG compliance checks for the online component. Any revisions will follow this screening process. All feedback will be monitored for any positive or negative impacts 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:

We have undertaken an EQIA and considered impacts of the guidelines on protected characteristics. We are committed to Equality and Diversity issues and to fostering good relations, and eliminating any prohibited conduct. All feedback will be monitored for any positive or negative impacts on any of the 9 protected characteristics and acted on accordingly.

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 for reasons detailed 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).

The EqIA will be publically published and the Commission will be installed in October/November 2021. The artwork and digital component will be formally launched on December 10th

All feedback will be monitored for any positive or negative impacts on any of the 9 protected characteristics and acted on accordingly.

Staff and stakeholders will be made aware of the need to make reasonable adjustments and to provide content in alternative formats to disabled users on request.

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

The commission will be cared for and monitored by the University of Edinburgh Art Collection, Centre for Research Conservation team as well as by staff and colleagues working on KB Campus and in Digital Library.

The commission will also be reviewed when there is any significant change or when we receive any positive or negative feedback related to any of the 9 protected characteristics and likewise the EqIA will be updated at this stage

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)): **Liv Laumenech, Assistant Curator Museums, Library & University Collections, ISG & Julie-Ann Delaney, Art Collections Curator, Museums, Library & University Collections, ISG.**

Accepted by (name): **Jacky MacBeath, Head of Museums, Library & University Collections, Information Services Group.**

Date: **07.12.21**

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