



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): INDUSTRIAL ACTION STUDENT OPPORTUNITY FUND
B. Reason for Equality Impact Assessment (Mark yes against the applicable reason): <ul style="list-style-type: none">Proposed new policy/practice
C. Person responsible for the policy area or practice: Name: GAVIN DOUGLAS Job title: DEPUTY SECRETARY (STUDENT EXPERIENCE) School/service/unit: UNIVERSITY SECRETARY'S GROUP
D. 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">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) <ul style="list-style-type: none">Age: potentially applicable - mature students are more likely to study part-time or on postgraduate courses. However as the fund would be open to part-time and postgraduate students who have experienced a significant loss of teaching then there will be no potential disadvantage to older studentsDisability: not applicable as long as applications forms and processes are designed to be accessible to all students and that alternative forms and processes are available eg for those with visual impairmentsRace (including ethnicity and nationality): only applicable if the fund were to be restricted to certain fee status groups only as these are a possible proxy for nationality. As the fund will be open to students regardless of fee status no differential impact is expected hereReligion or belief: not applicableSex: not applicable

- Sexual orientation: not applicable
 - Gender reassignment: not applicable
 - Pregnancy and maternity: not applicable.
 - Marriage or civil partnership¹: not applicable
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- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: n/a
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- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups: the different equality groups will be represented in the target population. As the outcomes of the process are based purely on numbers of teaching hours lost during industrial action, there is no reason to believe that there will be any discrimination direct or indirect
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- If the policy/practice contributes to advancing equality of opportunity² It does not, although good practice should be observed in the approach to ensuring communications, forms and processes are fully accessible
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- If there is an opportunity in applying this policy/practice to foster good relations: None identified.
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- If the policy/practice creates any barriers for any other groups? None identified
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- How the communication of the policy/practice is made accessible to all groups, if relevant? Through ensuring emails and webpages are designed to be fully accessible; that application processes can be adapted to meet the needs of eg visually impaired or hearing impaired students
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- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? The policy has been discussed with student representatives, though not specifically with representatives of the different equality groups.
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- 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: none identified.

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.

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

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.

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

above). An analysis will be undertaken of the distribution of grants to monitor whether any groups receive proportionately more or less support through this scheme.

2. When will the policy/practice next be reviewed? It is unlikely to be reviewed – it is expected to be a one-off initiative.

H. Publication of EqIA

Can this EqIA be published in full, now? Yes from 22nd June 2018.

I. Sign-off

EqIA undertaken by (name(s) and job title(s)): Gavin Douglas, Deputy Secretary (Student Experience)

Accepted by Sarah Smith (University Secretary)

Date: June 2018

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