



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.

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| A. Policy/Practice (name or brief description): POLICY ON SPEAKERS AND EVENTS |
| B. Reason for Equality Impact Assessment (delete as applicable): <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">• 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? (delete any that are not relevant): <ul style="list-style-type: none">• religion or belief <i>The policy applies to all events and speakers at the University and does not target any particular group of students or staff.</i> Add notes against the following statements where applicable/relevant: <ul style="list-style-type: none">• On any available information about the needs of relevant equality groups: <i>in discussion with the President of the Islamic Society, it was noted that society members' main concerns included continued unrestricted access to prayer facilities as needed. There is nothing in the Policy on Speakers and Events which would limit access to prayer facilities.</i> |

- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: *it is assumed that the very great majority of events/speakers at the University present no risk in terms of the University's statutory obligations and that only a small minority of events will require the University to intervene under the policy. In the absence of any historic data in this area, it will not be possible to test this assumption until the policy has been implemented, and so it will be necessary to log all instances where the University intervenes under the policy. An annual analysis of all interventions will be needed, to include analysis by protected characteristic. Further amends to the policy may be needed if it is shown to have a disproportionate impact on particular groups.*
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups: see above
- If the policy/practice contributes to advancing equality of opportunity¹ : n/a
- If there is an opportunity in applying this policy/practice to foster good relations: *the policy sets out how the University will protect freedom of speech within the law eg where there is a risk that opponents of views to be expressed at an event attempt to disrupt the event and prevent a speaker from speaking, or where there is a risk of potentially extremist views being aired. By setting out a process for risk assessing such events, the policy will minimise the opportunity for hate speech directed against groups with protected characteristics, and indirectly support dialogue between groups.*
- If the policy/practice creates any barriers for any other groups?: *some religious groups may perceive the policy as inhibiting their ability to organise events or invite external speakers. While the policy does not set out to do this, it will be important to a) communicate this message clearly and b) monitor the implementation of the policy in practice for unintended consequences.*
- How the communication of the policy/practice is made accessible to all groups, if relevant?: *the policy will be available online in accessible PDF and in alternate formats as required.*
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?: *The draft policy procedures have been discussed with the University's Chaplain, Associate Chaplain, the Students' Association and the joint trades unions, also with the Muslim Chaplain and with the President of the University Islamic Society. A further presentation to a larger group of ISoc members is also planned.*
- 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: see comments 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. (Delete the options that do not apply):

Option 3: Continue the policy or practice despite the potential for adverse impact, and which can be mitigated

¹ This question does not apply to the protected characteristic of marriage or civil partnership

As noted above, while the policy applies to all students and staff equally, regardless of protected characteristic, the potential for adverse impact on certain religious groups will need to be monitored carefully.

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). *Annual review of actions taken, analysis by protected characteristic and report to Equality Committee and University Court*
2. When will the policy/practice next be reviewed? *Summer 2016*

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)): Gavin Douglas, Deputy Secretary (Student Experience)

Accepted by (name): Sarah Smith, University Secretary
[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.]

Date:22/10/15

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