



Equality Impact Assessment

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):

Catering Strategy 2024-2034

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

- Proposed new policy/practice
- Proposed change to an existing policy/practice **Yes, this strategy marks a refresh of the on-campus cafes, both current and future developments**
- Undertaking a review of an existing policy/practice
- Other (please state):

C. Person responsible for the policy area or practice:

Name: Ian Macaulay

Job title: Director Catering & Nurseries

School/service/unit: Accommodation, Catering and Events

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
- 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? (add notes against the following applicable equality group/s)

- Age - NO
- Disability- YES
- race (including ethnicity and nationality) - YES
- religion or belief - YES
- sex NO
- sexual orientation -NO
- gender reassignment -NO

- pregnancy and maternity - NO
- marriage or civil partnership¹-NO

Notes against applicable equality groups:

DISABILITY

Under the area focus of “Place”, catering operations will continue to be developed to ensure all opportunities for accessibility are maintained or improved be it access to enter seating areas, counter heights, position and visibility of food items and style of seating and set out to aid mobility. Whilst already these physical alterations are routinely made to help students experiencing mobility, cognitive and sensory disability, further considerations will be undertaken to support students experiencing neurodivergent conditions such as ADHD and Autism. Design considerations will be fully considered reference lighting, colour and fabric choice to provide as fully inclusive 3rd spaces to build community and neighbourhoods where structurally possible.

RACE/RELIGION AND BELIEF

All new core food menu items along with seasonality, limited time offers and ritual items will continue to be developed and underpinned by the University good food Policy where over 55% of all items are now vegetarian or plant based. Accessibility to catering in a University with a large international population is key and all food items will continue as present to be compliant with Natasha’s Law with communication as per the wellbeing portal detailing all allergens.

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

None

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

None

- **If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:**

As the Key Strategic Actions and Delivery Plan are implement, we will monitor the impacts on equality to ensure that any indirect impacts can be mitigated with tailored interventions.

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

Through the development of the core menu offers across different delivery formats and of note further non meat food options, will provide greater accessibility to catering for those from differing race, religion and belief backgrounds.

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

Delivering the key actions of the plan notable under the pillar “product” will provide greater accessibility to food options for all as a supporting service to newly created spaces to build community and greater integration and collaboration

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

None

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

The strategy once fully approved will be made publicly available

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

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

Regular monthly meetings already exist between the EUSA Vice Principals – Communities and Activities. In addition, any new developments, or changes in policy and practice are run via the ACE Equality and Diversity Group

- **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:**

The delivery of the Key Strategic Actions, these steps should make ACE operated catering more accessible to a wider range of students

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.

Option 2: Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.

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

Option 4: Stop the policy or practice as there are adverse effects cannot be prevented/mitigated/or justified.

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 Director Catering & Nurseries will incorporate the Key Strategic Actions in local delivery plans

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

The Delivery Plan will be reviewed on implementation of each catering delivery format, with the Strategy undergoing review annually. Responsibility for monitoring and implementation of any change's rests with the Director of Catering and Nurseries.

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)):

Ian Macaulay (Director Catering & Nurseries)

Accepted by (name):

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.] Ian Macaulay (Director Catering & Nurseries)

Date:01/05/2024

Retain a copy of this form for your own records and send a copy to

equalitydiversity@ed.ac.uk