



THE UNIVERSITY *of* EDINBURGH

# Equality Impact Assessment Template

If you require this template in an alternative format, such as large print or a coloured background please contact [HRHelpline@ed.ac.uk](mailto:HRHelpline@ed.ac.uk).

You'll find it useful, before filling in this assessment template, to complete the online course:

[Introducing Equality Impact Assessment](#)

This template is designed to be used alongside the:

EqlA [Guidance and Checklist](#)

EqlA [Policy Statement](#)

EqlA covers policies, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

A. Key Information	
<b>Policy/practice name:</b>	Learning and Teaching Strategy 2030
<b>General background/aims of policy/practice:</b>	Provides a roadmap to achieve the learning and teaching focused purpose of Strategy 2030, specifically that: our teaching will match the excellence of our research. We will improve and sustain student satisfaction and wellbeing.
<b>School/Dept:</b>	Vice Principal Students, Principal's Office
<b>Assessed by:</b> (name & job title)	Nichola Kett, Head of Academic Quality and Standards
<b>Sign off by:</b> (name & job title)	Deputy Vice-Principal Students (Enhancement)
<b>Sign off date:</b>	10 April 2025
<b>Review date:</b>	By end of academic year 2027/28 (to align with the mid-way point in the Strategy)

B. Reason for EqlA	(check one)
<b>New policy/ practice is proposed</b>	<input checked="" type="checkbox"/>
<b>Change to existing policy/practice is proposed</b>	<input type="checkbox"/>
<b>Other</b> (describe in Section D below)	<input type="checkbox"/>

**C. Who will most impacted by this proposal?**

Consider carefully how your proposal will impact both positively and negatively on people from different groups.

Consider the 9 protected characteristics as below in your proposal. There may be other identity characteristics that you wish to also include in your impact assessment. It is expected that you will consider all equality groups for impact. Please indicate below (with a tick) which groups you feel will be most affected by your proposal.

<b>Age</b>	<input checked="" type="checkbox"/>	<b>Race (including ethnicity and nationality)</b>	<input checked="" type="checkbox"/>	<b>Marriage and civil partnership<sup>1</sup></b>	<input checked="" type="checkbox"/>
<b>Disability</b>	<input checked="" type="checkbox"/>	<b>Religion or belief (including no religion or belief)</b>	<input checked="" type="checkbox"/>	<b>Sex</b>	<input checked="" type="checkbox"/>
<b>Gender reassignment</b>	<input checked="" type="checkbox"/>	<b>Pregnancy and maternity</b>	<input checked="" type="checkbox"/>	<b>Sexual orientation</b>	<input checked="" type="checkbox"/>
<b>Other characteristics</b>	<input type="checkbox"/>				

**D. Consideration of Impact**

Show your considerations of how all of the above protected characteristics may be impacted. The following prompts will help you to reflect:

- What information and evidence do I have about the needs of relevant equality groups – is this sufficient to fully assess impact?
- Could this policy/practice lead to discrimination (direct or indirect), harassment, victimisation, or create barriers or less favourable treatment for particular groups and how can you mitigate any negative impacts?
- Does this policy/practice contribute to advancing equality of opportunity and fostering good relations?
- How can communication of the policy/practice be made accessible to all relevant groups?

Information and evidence

The values and core purposes within the Learning and Teaching Strategy make multiple references to aspects of equality and diversity, including: 'flexible and inclusive ways to study'; 'inclusive'; 'accessible'; and 'values driven and culturally competent'. An

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<sup>1</sup> Note: only the duty to eliminate discrimination applied to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

accompanying implementation plan is being drafted, is undergoing refinement and will be maintained as a live document available to all stakeholders which evaluates the implementation of the Learning and Teaching Strategy. Consideration is being given to data and evidence which will support the evaluation of the implementation of the Learning and Teaching Strategy, including on equality and diversity.

#### Discrimination

There are no negative impacts anticipated through the implementation of the Learning and Teaching Strategy. It aims to support learning and teaching aspects of the University's Strategy 2030, including improving and sustaining student satisfaction and wellbeing.

#### Equal Opportunity/Good Relations

Given the values and core purposes within the Learning and Teaching Strategy, it is anticipated that these would advance equal opportunity and support good relations.

#### Communication

The Strategy will be shared through a SharePoint site accessible by all staff and students. A communication to launch the Learning and Teaching Strategy is also being developed. The implementation of the Learning and Teaching Strategy itself as it impacts on students will mostly be via Schools.

<b>E. Equality Impact Assessment Outcome</b> 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.	(check one)
<b>Outcome 1:</b> No change required – the assessment is that the policy/practice is/will be robust.	<input checked="" type="checkbox"/>
<b>Outcome 2:</b> Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.	<input type="checkbox"/>
<b>Outcome 3:</b> Continue the policy or practice despite the potential for adverse impact, and which can be justified.	<input type="checkbox"/>
<b>Outcome 4:</b> Stop the policy or practice as there are adverse effects which cannot be prevented/mitigated/or justified.	<input type="checkbox"/>

#### F. Action and Monitoring

Describe any actions you will take to address the findings of this EqIA.

- How can I involve equality groups or communities in the ongoing monitoring, review and potential future development, of this policy/practice?

Describe how the policy/practice will be monitored going forward, to ensure that impact is frequently reviewed. Make sure you add a review date in Section A above.

The data and evidence supporting the evaluation of the implementation of the Learning and Teaching Strategy will cover aspects of equality and diversity.

<b>G. Publish</b>
Send your completed EqlA to the HR EDI team ( <a href="mailto:equalitydiversity@ed.ac.uk">equalitydiversity@ed.ac.uk</a> ) to published, and keep a copy for your own records.