



## Equality Impact Assessment Template

<p><b>A.</b> Policy/Practice (name or brief description):</p> <p style="text-align: center;"><b>Code of Practice for Supervisors and Postgraduate Research Students</b></p>
<p><b>B.</b> Reason for Equality Impact Assessment (delete as applicable):</p> <ul style="list-style-type: none"><li>• Undertaking a review of an existing policy/practice</li></ul>
<p><b>C.</b> Person responsible for the policy area or practice:</p> <p>Name: Susan Hunter</p> <p>Job title: Academic Policy Officer</p> <p>School/service/unit: Academic Services</p>
<p><b>D.</b> An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:</p> <ul style="list-style-type: none"><li>• affects primary or high level functions of the University <b>Yes</b></li><li>• is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)? <b>Yes</b></li><li>• It is one which interested parties could reasonably expect the University to have carried out an EqlA? <b>Yes</b></li></ul>
<p><b>E.</b> Equality Groups</p> <p>To which equality groups is the policy/practice relevant and why? (delete any that are not relevant):</p> <ul style="list-style-type: none"><li>• Age</li><li>• Disability</li><li>• race (including ethnicity and nationality)</li><li>• religion or belief</li><li>• sex</li><li>• sexual orientation</li><li>• gender reassignment</li><li>• pregnancy and maternity</li><li>• marriage or civil partnership<sup>1</sup></li></ul> <p><b>All postgraduate research students and supervision/support staff for postgraduate research students – relevant to all equality groups</b></p>

<sup>1</sup> 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.

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

**Equality monitoring, student survey results.**

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

**There are no obvious gaps; the review during 2016/17 should help to identify any.**

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

**The Code aims to meet the needs of different equality groups and remove or minimise disadvantage.**

- If the policy/practice contributes to advancing equality of opportunity<sup>2</sup>  
N/A

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

**N/A**

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

**No evidence for this.**

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

**Alternative formats of the guidance document are available on request.**

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

**Consultation with University Committees, College Offices, International Office, Disability Service, EUSA**

- 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:

**No evidence for this.**

**F. Equality Impact Assessment Outcome**

**Option 1:** No change required – the assessment is that the policy/practice is/will be robust.

**G. Action and Monitoring**

<sup>2</sup> This question does not apply to the protected characteristic of marriage or civil partnership

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).

**None needed.**

2. When will the policy/practice next be reviewed? **2016/17**

**The guidance will be reviewed as part of the ongoing work of Academic Services in support of the academic regulatory framework.**

**H. Publication of EqIA**

Can this EqIA be published in full, now? Yes

**I. Sign-off**

EqIA undertaken by: Susan Hunter, Academic Policy Officer, Academic Services

Accepted by: Adam Bunni, Head of Governance and Regulatory Team, Academic Services

Date: 15/06/16

Retain a copy of this form for your own records and send a copy to [equalitydiversity@ed.ac.uk](mailto:equalitydiversity@ed.ac.uk)