



Equality Impact Assessment

<p>A. Policy/Practice (name or brief description):</p> <p>Guidance for Schools regarding communication between student representatives and students</p>
<p>B. Reason for Equality Impact Assessment (delete as applicable):</p> <ul style="list-style-type: none">• Proposed new practice
<p>C. Person responsible for the policy area or practice:</p> <p>Name: Gillian Mackintosh</p> <p>Job title: Academic Policy Officer</p> <p>School/service/unit: Academic Services</p>
<p>D. 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">• 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? Yes
<p>E. Equality Groups</p> <p>To which equality groups is the policy/practice relevant and why?</p> <ul style="list-style-type: none">• Age• Disability• race (including ethnicity and nationality)• religion or belief• sex• sexual orientation• gender reassignment• pregnancy and maternity• marriage or civil partnership¹ <p>The guidance is applicable to all students and staff involved with student representation but does not have specific impact on or requirements for any of the protected characteristics.</p> <p>Add notes against the following statements where applicable/relevant:</p> <ul style="list-style-type: none">• On any available information about the needs of relevant equality groups: There is

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.

no formal evidence as such regarding the needs of relevant equality groups however Edinburgh University Students Association (EUSA) were consulted during the task group .

- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:
- If the policy/practice contributes to advancing equality of opportunity²
- If there is an opportunity in applying this policy/practice to foster good relations:
- If the policy/practice create any barriers for any other groups? **The guidance does not create any barriers for any other groups.**
- How the communication of the policy/practice is made accessible to all groups, if relevant? **The guidance will be made available in different formats if necessary**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? At present there is no formal mechanism in place however we will continue to work with EUSA in the review of this guidance.
- 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:

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 1: No change required – the assessment is that the practice 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 above). **By continuing to include EUSA, Records Management and Student Systems in the further development and review of the guidance.**
2. When will the policy/practice next be reviewed? **May 2016**

H. Publication of EqIA

Can this EqIA be published in full, now? **Yes**

I. Sign-off

EqIA undertaken by: **Gillian Mackintosh, Academic Policy Officer**

Accepted by (name): **Linda Bruce, Head, Quality Assurance Team**

Date: **10 September 2015**

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

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