



## Equality Impact Assessment

<p><b>A. Policy/Practice (name or brief description):</b></p> <p><b>Implementation of the enhanced course descriptor</b></p>
<p><b>B. Reason for Equality Impact Assessment (delete as applicable):</b></p> <ul style="list-style-type: none"><li>• <b>Undertaking a review of an existing practice</b></li></ul>
<p><b>C. Person responsible for the policy area or practice:</b></p> <p>Name: <b>Sara Welham (Academic Governance Framework aspects) and Barry Neilson (Student Systems aspects)</b></p> <p>Job title: <b>Head of Governance and Regulatory Framework Team and Director of Student Systems</b></p> <p>School/service/unit: <b>Academic Services and Student Systems</b></p>
<p><b>D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:</b></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 EqIA? <b>Yes</b></li></ul>
<p><b>E. Equality Groups</b></p> <p>To which equality groups is the policy/practice relevant and why? (delete any that are not relevant): <b>The enhanced course descriptor is intended to be of benefit to all students and staff by providing better quality course information and is therefore all of the following groups are relevant:</b></p> <ul style="list-style-type: none"><li>• <b>Age</b></li><li>• <b>Disability</b></li><li>• <b>race (including ethnicity and nationality)</b></li><li>• <b>religion or belief</b></li><li>• <b>sex</b></li><li>• <b>sexual orientation</b></li><li>• <b>gender reassignment</b></li><li>• <b>pregnancy and maternity</b></li><li>• <b>marriage or civil partnership<sup>1</sup></b></li></ul> <p><b>Course information for students continues to be delivered via the existing Degree Regulations and Programmes of Study website. Staff input course information via an improved system and will be provided with new guidance, which will provide greater consistency of information.</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.

Add notes against the following statements where applicable/relevant:

- On any available information about the needs of relevant equality groups: **Students and staff have been involved in the development of the enhanced course descriptor, including staff from across schools and relevant services.**
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: **Academic Services is discussing with Student Systems what reports could be considered to monitor the impact of new policies and activities (such as this) on the protected characteristic groups.**
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups: **No**
- If the policy/practice contributes to advancing equality of opportunity<sup>2</sup> **No**
- If there is an opportunity in applying this policy/practice to foster good relations: **No**
- If the policy/practice create any barriers for any other groups? **No**
- How the communication of the policy/practice is made accessible to all groups, if relevant? **The information can be made available in different formats.**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? **The Programme and Course Information Management project has widespread representation, including from Edinburgh University Students Association (EUSA), to gain input into the development of activities and their review and monitoring.**
- 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: **N/A**

#### F. Equality Impact Assessment Outcome

**Option 1:** No change required – the assessment is that the policy/practice is/will be robust. **The impact of the implementation of the enhanced course descriptor will be evaluated via student focus groups.**

#### 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). **No further action needed.**

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

#### H. Publication of EqIA

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

#### I. Sign-off

EqIA undertaken by: **Brian Connolly, Academic Policy Officer, Academic Services**

Accepted by: **Sara Welham, Head of Governance and Regulatory Framework Team, Academic Services**

Date: **31 March 2015**

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

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