



Equality Impact Assessment

<p>A. Policy/Practice (name or brief description):</p> <p>Laigh Year Regulations</p>
<p>B. Reason for Equality Impact Assessment (delete as applicable):</p> <ul style="list-style-type: none">• Undertaking a review of an existing policy/practice
<p>C. Person responsible for the policy area or practice:</p> <p>Name: Anne Marie O'Mullane</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 YES• is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)? YES• It is one which interested parties could reasonably expect the University to have carried out an EqlA? 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 Laigh Year Regulations specify the eligibility criteria for undertaking the role of a Laigh Year office-bearer and how the stipend paid to such office-bearers in EUSA and EUSU is calculated. The Regulations could apply to a member of any equality groups.</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 no formal evidence as such regarding the needs of relevant equality groups however Edinburgh University Students Association (EUSA) were consulted during the review and development of proposed changes to the Laigh Year Regulations.• Any gaps in evidence/insufficient information to properly assess the policy, and how this

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.

be will be addressed: **No**

- 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 opportunity²
Changes to the Laigh Year Regulations related to how the payment of the stipend to Laigh Year office bearers was calculated. Recent changes to the payments made to postgraduate students had rendered the previous calculation obsolete. The review also included revised wording in order to allow for variation to the baseline payments for those in receipt of Disabled Students Support Allowance for necessary adjustments.
- 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. Changes to the calculation of the payment of the stipend have removed any potential barriers for those in receipt of Disabled Students Support Allowance.
- How the communication of the policy/practice is made accessible to all groups, if relevant?
The Laigh Year Regulations will be added to the Academic Services website: <http://www.ed.ac.uk/academic-services/policies-regulations>
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice?
Senate Members must approve changes to the Laigh Year Regulations. Court must also approve changes to the Laigh Year Regulations. The Laigh Year Regulations are jointly owned by Senate and Court.
- 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**

F. Equality Impact Assessment Outcome

Option 1: No change required – the assessment is that the policy/practice is/will be robust.
The Laigh Year Regulations ensure a consistent and standard approach is taken to determining the eligibility and the payment of Laigh Year office-bearers.

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 policies will be reviewed on a periodic basis as part of the ongoing work of Academic Services in support of the University's academic governance framework.
2. When will the policy/practice next be reviewed? **May 2018**

H. Publication of EqIA

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

I. Sign-off

EqIA undertaken by: **Anne Marie O'Mullane, Academic Policy Officer, Academic Services**

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

Date: **30.7.15**

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

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