



**A. Policy or Practice (name or brief description):**

**Principal's Career Development PhD Scholarship (Practice)**

Scholarships and Student Funding Services (SSFS) manage the Principal's Career Development PhD Scholarship. This scheme is available to all postgraduate students studying for a PhD.

Students apply for the Principal's Career Development PhD Scholarship and, if successful, can receive an annual stipend of £14,000 and help with payment of their tuition fees. The students also benefit from an extensive and tailored package of development and support. The final decision on who is successful is made by the College where the student intends to study.

**B. Reason for screening (delete as applicable):**

Undertaking a review of an existing practice

**C. Person responsible for the policy area or practice:**

**Name:** Robert Lawrie

**Job title:** Director of Scholarships and Student Funding

**School/service/unit:** Academic Registry

**D. Screening Analysis**

**1. Does the policy or practice affect primary or high level functions of the University?**

Yes

**2. Is the policy or practice relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' set out in the introduction above)?**

Yes

**3. Is the policy or practice one on which interested parties could reasonably expect the University to have carried out an EqIA?**

Yes

**E. Screening outcome**

**Equality Impact Assessment required:** Yes

This assessment will be carried out by Robert Lawrie, in conjunction with SSFS staff. It will be monitored and reviewed annually.

## **F. Sign-off**

**Screening undertaken by:** Robert Lawrie, Director of Scholarships and Student Funding

**Accepted by:** Robert Lawrie, Director of Scholarships and Student Funding

**Date:** 28 March 2013

## **G. Equality Impact Assessment**

### **1. Overview. Indicate the current status of the policy/practice or the stage of development/review.**

The Principal's Career Development PhD Scholarship is one of several scholarship schemes funded by the University to attract, retain and develop the most talented PhD scholars.

### **2. To which equality groups is the policy/practice relevant?**

The Principal's Career Development PhD Scholarship is relevant to all protected characteristics under the Equality Act. Equally, however, it does not deliberately discriminate against any of these equality groups.

### **3. What evidence is available about the needs of relevant equality groups?**

Analysis of data on the scheme, and from Academic Registry's new feedback system, will enable us to determine the impact the Principal's Career Development PhD Scholarship is having on different equality groups. We plan to monitor and review this annually.

### **4. Might the application of this policy/practice lead to discrimination, harassment or victimisation? Might it result in less favourable treatment for particular equality groups or give rise to indirect discrimination?**

No

### **5. Are reasonable adjustments built in where they may be needed?**

Not applicable.

### **6. Does the policy/practice contribute to advancing equality of opportunity<sup>1</sup>? Will it help to:**

- **remove or minimise disadvantage**
- **meet the needs of different equality groups**
- **encourage increased participation of particular groups**
- **take account of disabled people's impairments?**

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<sup>1</sup> This question does not apply to the protected characteristic of marriage or civil partnership

By attracting the very brightest scholars, regardless of their background, the Principal's Career Development PhD Scholarship promotes equality of opportunity.

The Principal's Career Development PhD Scholarship does not operate in isolation but rather as part of a wider recruitment strategy. Its equality impact is greatly affected by the University's recruitment and admissions procedures. Equally, as the final decision on who is successful is made by Colleges, their own policies and practices are crucial to the equality impact of the Principal's Career Development PhD Scholarship.

**7. Is there an opportunity in applying this policy/practice to foster good relations between people in any protected group and those who are not<sup>2</sup>? Will it help to tackle prejudice and/or promote understanding?**

By attracting and developing the most talented scholars, regardless of their background, the Principal's Career Development PhD Scholarship may contribute to a more diverse student population which will foster good relations between different groups.

**8. Is there evidence (or an expectation) that people from different equality groups have different needs or experiences in relation to the policy/practice? If so, what are they?**

Not applicable

**9. Is there evidence (or an expectation) of higher or lower uptake by any equality group(s)? If so, give details of the differences and the reasons for these (if known)?**

We only collect data from certain equality groups and will analyse these on an annual basis. We will use information from our newly implemented feedback service to determine the impact (if any) on the other equality groups.

The Principal's Career Development PhD Scholarship is promoted widely using a variety of media. We are confident that the promotion, and the application process, is inclusive and fair.

**10. Is any equality group excluded from participating in or accessing the service or functions? If so, why?**

Not applicable

**11. Does the policy/practice create any barriers for any other groups?**

No

**12. How are relevant equality groups or communities involved in the development, review and/or monitoring of the policy or practice?**

If our analysis of data and feedback highlights any issues relating to equality groups we will discuss this with colleagues and (if applicable) other stakeholders to determine a plan of action.

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

**13. Are there any other points to note regarding the potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations? If so, note these here.**

No

#### **H. Equality Impact Assessment Outcome**

Outcome: Continue the policy or practice

At this stage we do not believe that our management of Principal's Career Development PhD Scholarship will discriminate against any equality groups and will instead promote equality.

#### **I Action and Monitoring**

**1. Specify the actions required to implement the findings of this EqIA.**

We will monitor the Principal's Career Development PhD Scholarship on an annual basis using data and feedback.

**2. State how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above).**

An annual report will be presented to senior management on an annual basis.

**3. When will the policy/practice next be reviewed?**

Autumn of each year

#### **J. Publication of EqIA**

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

Yes

#### **J. Sign-off**

**EqIA undertaken by:** Robert Lawrie, Director of Scholarships and Student Funding

**Accepted by:** Robert Lawrie, Director of Scholarships and Student Funding

**Date:** 28 March 2013