



## Equality Impact Assessment Template

Before carrying out EqIA, you should familiarise yourself with the University's EqIA Policy Statement and Guidance and Checklist Notes, and undertake our online training on Equality and Diversity and EqIA. These, along with further information and resources, are available at [www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment](http://www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment)

EqIA covers policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

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

Residential Strategy 2022 - 2037

**B. Reason for Equality Impact Assessment (Mark **yes** against the applicable reason):**

- Proposed new policy/practice
- Proposed change to an existing policy/practice **Yes, this Strategy marks a refresh of the Residential Estate, both current and future developments**
- Undertaking a review of an existing policy/practice
- Other (please state):

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

Name: Michelle Christian

Job title: Director - Property & Residential Services

School/service/unit: Accommodation, Catering and Events

**D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:**

- 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?

**E. Equality Groups**

To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s)

- Age - NO
- Disability - YES
- race (including ethnicity and nationality) - NO
- religion or belief - NO
- sex - YES
- sexual orientation - NO

- gender reassignment - YES
- pregnancy and maternity - YES
- marriage or civil partnership<sup>1</sup> YES

Notes against applicable equality groups

### **DISABILITY**

In discussions with both representative groups and Disability and Learning colleagues, it has become apparent that disability in all forms may pose a barrier to many students utilising student accommodation. While physical alterations are routinely made to help students experiencing mobility, cognitive and sensory disability, little has been undertaken to support students experiencing neurodivergent conditions such as ADHD and Autism. This Strategy seeks to address issues in the residential environment and commits to changing specification and design to help such students live within our communities.

### **SEX**

This strategy commits to continuing to support a gender free approach to residences with mixed sex flats, but also allocate specific male/female flats so those wishing to live in a same sex environment can do so. This approach ensures tenant's wishes to live in either a single sex or mixed sex environment can be honoured.

### **GENDER REASSIGNMENT**

While bathroom and WC arrangements within residential spaces are not gender specific, the Residential Strategy commits to adding additional gender-neutral facilities in spaces such as common rooms and study spaces within new developments.

### **PREGANCY AND MATERNITY**

This strategy commits to expanding our accommodation offering for students with families to support parents during their academic careers, particularly in light of the current shortages of housing in the city

### **MARRIAGE OR CIVIL PARTNERSHIPS**

This strategy commits to expanding our accommodation offering for students with partners to support couples during their academic careers, particularly in light of the current shortages of housing in the city

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

This Strategy highlights the need make information about accessibility to be clearer for prospective candidates. While details around the physical detail of the buildings is available, additions such as testimonials and surrounds geography will be added. A communication strategy, affecting all residents will also be created.

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

None

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

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<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.

As the Key Strategic Actions and Delivery Plan are implemented, we will monitor the impacts on equality to ensure that any indirect impacts can be mitigated with tailored interventions.

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

The new practice should enable students from equality groups to access accommodation, within the confines of the guarantee, with a 2000+ beds available for those outside of the guarantee.

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

Delivering the Key Strategic Actions of the plan will provide assistance and advice to all students in both their attempts to secure housing and be eliminate barriers to joining our residential communities.

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

None

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

The Strategy, once fully approved will be made publically available.

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

The following were directly involved in the development of this policy: Assistant Director of Disability, EUSA Vice President – Communities and Student Support Services. These measures constitute active consultation on the development of the Key Strategic Actions.

- **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:**

The delivery of the Key Strategic Actions, these steps should make ACE operated accommodation more accessible and widen the students we can assist.

#### **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

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

**Option 2:** Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.

**Option 3:** Continue the policy or practice despite the potential for adverse impact, and which can be mitigated/or justified

**Option 4:** Stop the policy or practice as there are adverse effects cannot be prevented/mitigated/or justified.

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

**G. Action and Monitoring**

**1. Specify the actions required for implementing findings of this EqlA and how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above).**

The Director of Property and Residential Services will incorporate the Key Strategic Actions in local delivery plans.

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

The Delivery Plan will be reviewed monthly on implementation, with the Strategy undergoing review annually. Responsibility for monitoring and implementation of any changes rests with the Director of Property and Residential Services.

**H. Publication of EqlA**

Can this EqlA be published in full, now? Yes

If No – please specify when it may be published or indicate restrictions that apply:

**I. Sign-off**

**EqlA undertaken by (name(s) and job title(s)):**

Mrs Michelle Christian (Director of Property & Residential Services)

**Accepted by (name):**

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.] Mrs Michelle Christian (Director of Property & Residential Services)

Date:29/11/2022

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