



Equality Impact Assessment Template

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

EqlA 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):

Edinburgh Career Development Scheme – CMVM Proposals

This EqlA covers the approach of the College of Medicine and Veterinary Medicine to allocate funding to provide career development support for postdoctoral researchers.

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

- Proposed new policy/practice - **YES**
- Proposed change to an existing policy/practice
- Undertaking a review of an existing policy/practice
- Other (please state):

C. Person responsible for the policy area or practice:

Name: **Dr Jennifer Cusiter**

Job title: **Head of the Research Office**

School/service/unit: **Medicine and Veterinary Medicine College Office**

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 EqlA?

E. Equality Groups

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

- Age – *this may be relevant given that most postdoctoral researchers will be near the beginning of their career*
- Disability – *due regard would need to be taken of any individuals in this category to ensure they were treated equitably*

- race (including ethnicity and nationality) – *this will be relevant in the context of ensuring we remove or minimise disadvantage*
- religion or belief
- sex – *this will be relevant in the context of ensuring we remove or minimise disadvantage*
- sexual orientation – *this will be relevant in the context of ensuring we remove or minimise disadvantage*
- gender reassignment – *this will be relevant in the context of ensuring we remove or minimise disadvantage*
- pregnancy and maternity – *this will be relevant in the context of ensuring we remove or minimise disadvantage*
- marriage or civil partnership¹

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups:
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:
A recommendation (section F below) is to institute a data monitoring process to seek to assess that the practice is not disadvantaging any groups.
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:
As this practice will involve the subjective assessment of applications submitted by eligible members of staff, potential bias by the selection panel could result in discriminatory treatment related to protected characteristics of members of underrepresented groups. In addition, the pre-emptive development of a pipeline of applications through the College's Research Institutes could result in discriminatory treatment if the Directors are not avoiding potential bias - the same approach outlined in equitable academic promotions practice/policy/recommended as equitable, good practice in academic promotions.
- If the policy/practice contributes to advancing equality of opportunity²
Applicants will be asked to submit a narrative CV, rather than one that prioritises traditional research metrics, in order to foster a more inclusive application and selection process that values a diverse range of contributions to research and to research communities.

An EDI statement will be included in the application pack, to encourage applications from those with protected characteristics and/or from underrepresented staff groups, and the workplan template that applicants must submit will include a question about EDI in relation to their proposed project, to promote inclusive research practices and equality of opportunity within research teams/communities.

The full application pack, as well as accompanying policy/practice information, will be made available online, to promote transparency and equality of opportunity.
- 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?

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.

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

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

The call for applications will include wording designed to encourage applications from all underrepresented groups (section F below). Centres/Directors will additionally be made aware that equality of opportunity is a priority and will be monitored.

The policy document will be made available online, along with the application pack, for transparency purposes, and there will be signposting provided in the application pack, for any applicants who require the information in different formats.

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

- 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:

A potential impact of this practice could be less favourable treatment of various equality groups.

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.

It is proposed to slightly amend the practice in two ways: (1) ensure that the submitted applications for consideration by the panel do not contain any identifying information about which equality group(s) an applicant may be in (recognising that some panel members may know the applicant personally); given that this is a competitive process based on academic quality it is judged that it would be impractical to fully anonymise applications, for example; to assist with this it is recommended that the applicants submit a narrative CV; and (2) to provide an annual anonymised monitoring report to the College Research Committee on the applications from individuals in the various equality groups; this should be done using best practice templates, recognising that the sample size is likely to be relatively small (and therefore that steps will be taken to avoid identifiability) and that information may not be disclosed, although neither of these considerations should be a reason not to try.

It is also recommended that the application form includes positive EDI statements to encourage applications from all underrepresented groups. Although there will not, at this stage, be a pre-selection process at Centre level, because a) this is initially a pilot round, and b) interest is unlikely to be sufficiently high at this stage, this may be reviewed in the future, on EDI grounds, and especially if the equalities monitoring suggests that there are any issues with Centre selection?

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.

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).
See under Option 2 in Section F
2. When will the policy/practice next be reviewed?
It is anticipated that this practice would be reviewed on an ongoing basis – at least annually – during its period of operation (5 years) to determine whether it was meeting the requirement to provide career development assistance; that review should include an EDI element.

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)):

Jim Nisbet, Planning Officer

Róisín McKelvey, EDI Officer

Lorraine Jackson, Research Support Officer

Accepted by (name):

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.]

Date: 28 November 2023

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