



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

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.

<p>A. Policy/Practice (name or brief description): Graduate Outcomes Survey (GOS) external dashboard. Top level data dashboard for an external audience such as existing students, prospective students and members of the public.</p>
<p>B. Reason for Equality Impact Assessment (Mark yes against the applicable reason):</p> <ul style="list-style-type: none">• Proposed new policy/practice• Proposed change to an existing policy/practice Yes• Undertaking a review of an existing policy/practice• Other (please state):
<p>C. Person responsible for the policy area or practice:</p> <p>Name: Kirsten Roche</p> <p>Job title: Careers & Employability Lead (Graduates)</p> <p>School/service/unit: Careers Service</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• 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? Yes
<p>E. Equality Groups</p> <p>To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s)</p> <ul style="list-style-type: none">• Age• Disability – we want to assess the accessibility of the new dashboard• race (including ethnicity and nationality)• religion or belief• sex

- sexual orientation
- gender reassignment
- pregnancy and maternity
- marriage or civil partnership¹

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups: We are aware of potential accessibility issues around Power BI dashboards in particular in relation to screen readers.
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: NA
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups: NA
- If the policy/practice contributes to advancing equality of opportunity²: Graduate destinations information will be presented in a much more user friendly way with more data available to current and prospective students.
- If there is an opportunity in applying this policy/practice to foster good relations: This is an opportunity for us to demonstrate best practice in dashboard accessibility.
- If the policy/practice create any barriers for any other groups? NA
- How the communication of the policy/practice is made accessible to all groups, if relevant? NA
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? GaSP are working with disability team on drafting guidance notes on making dashboards as accessible as possible. We will explore whether user testing of the dashboard is possible, in particular with groups who are not current students or staff of the University.
- 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: We expect the dashboard to be a positive step in improving access to data about UofE courses and outcomes.

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

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

We are aware of the potential issue with accessibility of Power BI dashboards. However the value of sharing this data via a dashboard is high so we will continue with this piece of work. We will put in place a series of mitigations including:

- Updating the University's website accessibility statement
- GaSP will draft good practice guidance on accessible dashboard design in collaboration with the Disability team
- Careers Service we will include a summary of top level GOS results on the website linking to the dashboard
- Careers Service will provide contact details for providing data in an alternative format on request

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

Adding dashboard guidance into the University's accessibility statement
Create guidance on accessible dashboards
Creation of top level summaries of GOS data
Possibly carry out user testing
Provide a contact email address to request data in an alternative format

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

H. Publication of EqIA

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

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

I. Sign-off

EqIA undertaken by (name(s) and job title(s)):
Kirsten Roche, Careers & Employability Lead (Graduates)
Yuji Shimohira Calvo, Data Co-ordinator
Louise Ker, Senior Business Intelligence Analyst

Accepted by (name): **Kirsten Roche**
[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.]

Date: 23/03/23

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