



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.

A. Policy/Practice (name or brief description): What's Next question for graduating students
B. Reason for Equality Impact Assessment (Mark yes against the applicable reason): <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):
C. Person responsible for the policy area or practice: Name: Kirsten Roche Job title: Careers & Employability Lead School/service/unit: Careers Service
D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it: <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?
E. Equality Groups To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s) <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

All of these groups could be involved in this. We will be asking this question to all graduation students.

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: [None that are currently known](#)
- 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

It is expected that this practice will enable us to target support to students who need it most. This may well advance equality of opportunity. Anonymised aggregated data will also be reviewed which could allow us to identify differences in experience across groups and to seek to respond to any inequality identified in this regard.

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

It is expected that this activity will develop relations between the Careers Service and graduating students. It is hoped it will help the Careers Service to engage with students who need support the most.

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

Any student not graduating in person will not have access to the What's Next question. In response to this we will explore ways to make the question available via the Careers Service website.

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

The What's Next question will be available to all students via the graduation registration form.

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

User testing is taking place with current students

- 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 further points

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.

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

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).

Ensure that we explore how to make the What's Next question accessible to students who are graduating in absentia

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

By December 2024

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

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: 01/02/24

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